

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the slide, framing the central text area.

Compensation Study Recommendation

October 9, 2018

Compensation Recommendations

- ▶ Move the Pay Plan (most salary ranges) up by 5%;
- ▶ Adjust some ranges by 10% based on market data;
- ▶ Make market adjustments for employees whose salaries are more than 5% below the midpoint;
- ▶ Increase hourly rate for part-time Fire positions;
- ▶ Adjust Police salary ranges and provide flexibility to Police Chief to hire at higher minimum salary for Police Officers;
- ▶ Reclassify the PIO & Recreation Program Manager positions.

Cost for Recommendations

- ▶ Market Adjustments w/benefits \$143,183 (12 months)
- ▶ Total FY 19 cost w/benefits \$95,456 (8 months)

Source of Funds

- ▶ Unused Merit fund \$12,469
- ▶ FY 19 budgeted for salary study \$43,037
- ▶ Additional funds needed for FY19 \$39,949

How do we stay competitive?

Recommendations:

- ▶ Establish a hiring rate for Police Officers above the minimum;
- ▶ Budget adequately for Police positions so the Chief can consider lateral entry candidates with experience;
- ▶ Provide a 5% increase after 12 month probationary period for Police Officers;
- ▶ Provide a regular hourly pay increase for part-time Fire;
- ▶ Review pay plan annually as part of the budget process;
- ▶ Adjust pay plan more frequently & fund market + merit increases
- ▶ Conduct market studies every 2-3 years.