

# **CONSENT ITEM**

**RE:** 2017 Salary Increases

**DEPARTMENT:** Administration

**PROGRAM:** Finance

**RECOMMENDATION:** Management recommends that the Board approve a salary increase of 2% effective April 1, 2017.

**EXPLANATION:** The budget for 2017 includes a 2% salary increase for all full-time employees. Historic increases are below.

## **Five Year History of Salary Increases**

<b>Date Granted</b>	<b>% Increase</b>
4/1/12	2.0%
4/1/13	3.0%
4/1/14	2.0%
4/1/15	3.0%
4/1/16	3.0%

In addition to granting 3% raises in three of the past four years, the City has also implemented a pay plan in which salary ranges are set at the 70<sup>th</sup> percentile of those of its peer cities. Employees' salaries are brought up to the new minimums for their adjusted ranges which often times exceeds the merit percentage given. Management appreciates the hard work put in by staff on an ongoing basis and has strived to implement and maintain a comprehensive salary and benefits package which is competitive in the marketplace.

**SUBMITTED BY:** Denise Keller

**DATE:** March 6, 2017