

CONSENT ITEM

RE: 2015 Merit Raises

DEPARTMENT: Administration

PROGRAM: Finance

RECOMMENDATION: Staff recommends that the Board approve a merit increase of 3% for all full-time staff effective April 1, 2015. If an employee receives an increase to bring their salary up to the new pay range minimum, he or she will also be eligible for a merit increase whereby the total of the two would be 3%. Merit increases are exclusive of compression adjustments.

EXPLANATION: At the September 22 Budget Workshop, the Board was presented with the costs for adjusting salary ranges to bring them in line with the market basket pay plan, as well as the costs for merit raises at 1%, 2% and 3%. The Board authorized staff to budget for a merit increase of 3%, which was incorporated into the 2015 budget. Granting a 3% merit increase will assist the City in maintaining competitive wages with its peer cities and minimize the amount of money needed for market basket adjustments in the subsequent year.

SUBMITTED BY: Denise Keller

DATE: February 2, 2015