MEMO

To: Mayor, City Council Members & Interested Parties

From: Personnel Committee

Date: July 28, 2016

RE: 2017 Employee compensation adjustments

Background:

The Personnel Committee met to review compensation provided to all city employees. The step schedule has been in place since 2012 with a one year renewal covering 2016. The step schedule is based on years of service and satisfactory job performance. If performance is satisfactory, employees move to the next step in the pay plan with each year of service, there is no additional cost of living or general wage increases with the step schedule.

The 2016 step schedule amendment was done in expectation of working out the details of a Police Union contract.

Recommendation:

For now, the Personnel Committee recommends the City Council renew the current step schedule for 2017, allowing employees to advance an additional step provided a satisfactory job performance review occurs.

No additional adjustments are recommended at this time.