

CHARTER OFFICER MERIT INCREASE CALCULATION TOOL
FY20 (Oct. 1, 2019 - Sept. 30, 2020)

Title	Base Pay of Charters Included in FY20 Budget	Name	Title	Current Annual Salary	Date in Job	Pay Periods Worked from 10/1/19 - 9/30/20	Prorated Based on Time in Job	Market Mins Collected KFerry	Merit Increase %	Pro-rated Merit Increase	New Annual Salary	Merit Increase in Dollars (\$)	Market Threshold Base Pay - Total Rewards Study (Korn Ferry)	Total Rewards Increase Amount	Year 2 Base Pay - Total Rewards Study (Korn Ferry)	Year 2 Base Pay - Total Rewards and MERIT (01/28/21)	Year 3 Base Pay - Total Rewards Study (Korn Ferry) 10/21
General Manager	\$294,330.00	Edward Bielarski (17614)	General Manager - Utilities	\$300,216.60	06/22/15	26.0	100.00%	\$227,826.00	2.50%	2.50%	\$307,722.02	\$7,505.42	\$269,611.00	\$0.00	\$300,216.00	\$307,722.02	\$307,722.02
City Auditor	\$150,000.00	Ginger Bigbie* (19869)	City Auditor	\$150,000.00	02/24/20	16.0	62.00%	\$129,000.00	2.50%	1.55%	\$153,750.00	\$3,750.00	\$129,000.00	\$0.00	\$150,000.00	\$153,750.00	\$153,750.00
City Manager	\$255,000.00	Lee Feldman* (19688)	City Manager	\$255,000.00	11/04/19	24.0	92.00%	\$227,826.00	2.50%	2.30%	\$261,375.00	\$6,375.00	\$227,826.00	\$0.00	\$255,000.00	\$261,375.00	\$261,375.00
City Clerk	\$94,336.67	Omichele Gainey (17604)	City Clerk	\$97,560.07	01/15/18	26.0	100.00%	\$88,680.00	2.50%	2.50%	\$99,999.08	\$2,439.00	\$97,010.00	\$1,336.67	\$97,560.07	\$99,999.08	\$101,335.75
Director Equity & Inclusion	\$119,868.21	Teneeshia Marshall (19168)	Director Equity & Inclusion	\$128,732.15	12/01/18	26.0	100.00%	\$129,000.00	2.50%	2.50%	\$131,950.45	\$3,218.30	\$133,605.00	\$6,868.21	\$128,732.15	\$131,950.45	\$138,818.66
City Attorney	\$187,025.98	Nicole Shalley	City Attorney	\$195,128.50	02/17/13	26.0	100.00%	\$150,577.00	2.50%	2.50%	\$200,006.71	\$4,878.21	\$195,750.00	\$4,362.01	\$195,128.50	\$200,006.71	\$204,368.72
	\$1,100,560.86			\$1,126,637.32				\$30,605.60			\$1,154,803.25	\$28,165.93	\$1,052,802.00		\$1,126,636.72		\$1,167,370.15
	2.50%										\$29,000.00	\$834.07					
	Total Merit Increase \$ Budgeted												Total Weighted Merit Increase %	FY20 2.5% Budgeted Merit Dollars (\$)	Available Merit Dollars (\$) Remaining		

1) Market analysis was conducted by Korn Ferry Hay Group Total Rewards Study completed and approved by Commission in May 2019
 * Bigbie, Feldman hired at market, ineligible for total rewards adjustments