

#170542

Compensation



Benefits



Work/Life Balance



Employee  
Total  
Rewards  
Discussion



Talent  
To Win



Spring 2017 →  
Budget Discussion

Total Rewards Study

Living Wage to \$12.75

Compression Awareness

MAPs Increases: Weight  
to Lower Earning

FY18 Budget  
Adopted →  
Funding  
Approved

Today →  
Updates

**Total  
Rewards  
Study Update**

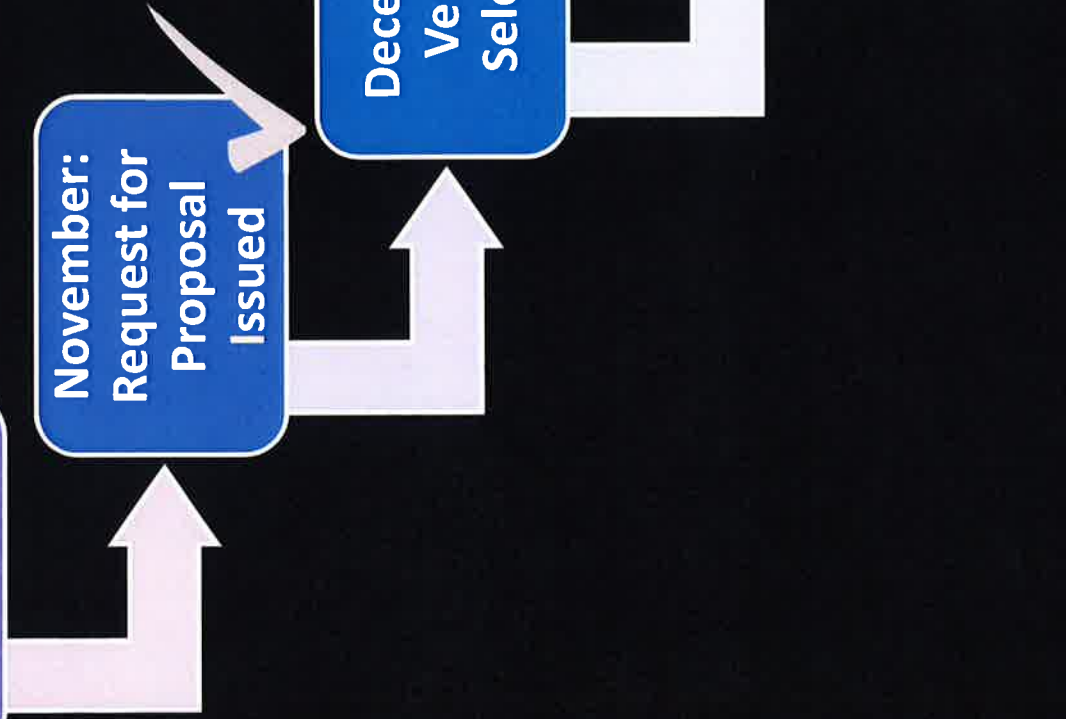
**November:  
Request for  
Proposal  
Issued**

**December:  
Vendor  
Selected**

**January –  
April: Study  
Conducted**

**Recommendations  
Presented During FY19  
Budget Planning**

Study to include comprehensive review of compensation, benefits, work/life effectiveness and pay equity



## Performance-Based Merit Increases Suspend for FY2018

- Performance feedback separated from pay increases ✓
- Policy C-2, Performance Based Merit Awards to be suspended“...should not be viewed as an entitlement to an annual performance-based merit award. The City reserves the right to increase, freeze or decrease pay at any time.”

## MAPs Increases Issued as Cost of Living Adjustment (COLA)

- 418 Eligible MAPs Employees, funded at ~\$665k, divided evenly = ~\$1590.00 per employee
- Achieves weighting request:
  - Employee at \$30k = ~4.5% increase
  - Employee at \$100k = ~1.4% increase
  - *\*Union Contracts: Govern All Other Employee Increases\**