

CHARTER OFFICER MERIT INCREASE CALCULATION TOOL
FY2019 (Oct. 1, 2018 - Sept. 30, 2019)

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Title	Base Pay of Charters Included in FY19 Budget	Name	Current Annual Salary	Date in Job	Pay Periods Worked from 10/1/15 - 9/30/16	Prorated Based on Time in Job	Current Base Pay as Compared to Market Collected December 2016	Merit Increase %	Pro-rated Merit Increase	New Annual Salary	Merit Increase in Dollars (\$)	Base Pay After Merit Increase as Compared to Market Collected December 2019	Market Threshold Base Pay - Total Rewards Study (Korn Ferry)	Year 1 Base Pay - Total Rewards Study (Korn Ferry)	Year 2 Base Pay - Total Rewards Study (Korn Ferry)	Year 3 Base Pay - Total Rewards Study (Korn Ferry)
General Manager	\$294,330.00	Edward Bielarski	\$294,330.00	06/22/15	26.0	100.00%	\$24,719.00	2.00%	2.00%	\$300,216.60	\$5,886.60	\$30,605.60	\$269,611.00	\$0.00	\$0.00	\$0.00
Clerk of the Commission	\$93,000.00	Omichele Gainey	\$93,000.00	01/15/18	26.0	100.00%	(\$4,010.00)	2.00%	2.00%	\$94,860.00	\$1,860.00	(\$2,150.00)	\$97,010.00	\$1,337.00	\$1,337.00	\$1,337.00
Equal Opportunity Director	\$113,000.00	Teneeshia Marshall	\$113,000.00	12/01/18	21.0	80.77%	(\$20,605.00)	2.00%	1.62%	\$114,830.60	\$1,830.60	(\$18,774.40)	\$133,605.00	\$6,868.00	\$6,868.00	\$6,868.00
City Attorney	\$182,664.00	Nicolle Shalley	\$182,664.00	10/01/12	26.0	100.00%	(\$13,086.00)	2.00%	2.00%	\$186,317.28	\$3,653.28	(\$9,432.72)	\$195,750.00	\$4,362.00	\$4,362.00	\$4,362.00
	\$682,994.00 2.00%		\$682,994.00				\$24,719.00			\$696,224.48	\$13,230.48	\$30,357.12	\$695,976.00	\$12,567.00	\$12,567.00	\$12,567.00
	\$13,659.88								↑ 1.94%	\$15,019.28	\$1,788.80					
	Total Merit Increase \$ Budgeted								Total Weighted Merit Increase %	FY2019 2% Budgeted Merit Dollars (\$)	Available Merit Dollars (\$) Remaining					

- 1) *Lee Feldman began employment 11/4/2019 - ineligible for FY19 Performance Evaluation
- 2) *Len Loria serving as interim City Auditor - ineligible for FY19 Performance Evaluation
- 3) Market analysis was conducted by Korn Ferry Hay Group Total Rewards Study completed in June 2019