

Compensation Concept – TP Rough Draft 2-23-2021

Remainder of Current Fiscal Year

3% One-Time Allowance

Eliminate Me-Too Clause

Update Class and Compensation Study – 10 Benchmark Cities

City – Select 4

SEIU – Select 3

POA – Select 3

5-Year Contract/MOU – Implement Compensation Program

Year 1

Adjust Salary Schedules Pursuant to Class and Compensation Study – Mid Point

Apply Merit Increases

Year 2

Apply Merit Increases

Year 3

COLA Adjustment (Prior 24-Month Period)

Apply Merit Increases

Year 4

Update Class and Compensation Study

Adjust Salary Schedules Pursuant to Class and Compensation Study – Mid Point

Apply Merit Increases

Year 5

Apply Merit Increases

Assumptions

Compensation Adjustments Based on Multi-Year Budget Model

Years Where Fiscal Performance Better – Additional Lump Sum Provided

Years Where Fiscal Performance Worse – Meet and Confer/Reduced or Deferred Adjustments

Quarterly Review w/Bargaining Units Re: Fiscal Performance