

Employee Benefits and Compensation

April 8, 2014

Overview

- Non-Represented Employee Compensation and Benefits
- Fire Represented Employee Compensation and Benefits
- Police Represented Employee Compensation and Benefits
- Future Policy Changes

Non-Represented Employees Benefits and Compensation

- FY14-15 budget includes a 2.5% market adjustment salary increase to all non-represented employees (even those “topped out”)
 - Previously presented 5 Year forecast includes 2.5% salary increase every year for non-represented employees
- Compensation Analysis
 - Phase I - FY14-15: Compression of salary ranges from 60% to 40% (makes the City more comparable with other agencies and best practices)
 - May result in additional one-time adjustments for employees who fall below the new salary range minimum
 - Target implementation date: October 1
 - Included in FY14-15 budget
 - Phase 2 - FY 15-16: Compensation study to analyze City’s overall compensation ranges compared with other cities and the private sector

Fire Represented Employee Benefits and Compensation

- MOU costs are included in the budget and forecasts
- Benefits and compensation (comparable to other jurisdictions)
 - FY14-15: 5% Step Increase (for those not topped out)
 - Same medical benefits as other employees
 - Specialty Pays
 - Retiree Health Savings Account Contributions
 - Retention Pay
 - Clothing Allowance

Police Represented Employee Benefits and Compensation

- MOU costs are included in the budget and forecasts
- Benefits and compensation (comparable to other jurisdictions)
 - FY14-15: 5% Step Increases (for those not topped out)
 - Same medical benefits as other employees
 - Specialty Pays
 - Succession Pay
 - Deferred Compensation City Contributions
 - Uniform and Safety Equipment Allowances

Non-Represented Employees Proposed Future Benefits

- Review of benefits to align with the market of represented and non-represented employees, where appropriate. Examples may include the following:
 - Military leave
 - Bilingual pay
 - Sick and vacation accrual rates
 - Vacation cap increase
 - Bereavement leave
 - Education/Certification incentives
 - Health & wellness
- The established process for these benefits is to present them to the Personnel Board for input; then the policies are implemented by the City Manager
- Goal is implementation by July 1. Any items with significant budgetary impact will be brought to council for consideration

Questions?