

### **Additional Pay Adjustment**

Pay adjustments for Management Team employees that were approved in FY 15 provided for the following:

*Management Team employees whose pay grade has changed are recommended to be placed in the new pay grade at the same step as their previous pay grade, or moved to the midpoint of the new pay range, whichever is greater. In addition if a Management Team employee is not currently at the midpoint of the range, an increase is recommended to move the pay to the range midpoint, even if the pay grade did not change.*

The Assistant to the City Manager position was not included in the above adjustments at that time. This position is recommended for a pay adjustment at this time to move to the midpoint of the pay range following the other October 1, 2016 increases before the Commission for approval (3% COLA and step increases).