



Legislation Details (With Text)

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Title: APPROVING A THREE PERCENT (3%) COST OF LIVING (COLA), STEP INCREASE, AND SALARY RANGE ADJUSTMENTS, FOR THE PERIOD FROM OCTOBER 1, 2016 THROUGH SEPTEMBER 30, 2017, FOR ALL NON-BARGAINED FOR PERSONNEL (INCLUDING PART-TIME AND SENIOR MANAGEMENT); PROVIDING FOR AN ADDITIONAL PAY ADJUSTMENT. PROVIDING FOR COLA FOR NON-BARGAINED FOR PERSONNEL ABOVE THE PAY RANGE MAXIMUM.

Sponsors: Jacqueline Wehmeyer

Indexes:

Code sections:

Attachments: 1. RESOLUTION, 2. BACKGROUND - FY17 NON-BARGAINING JOB CLASSIFICATIONS, 3. BACKGROUND - ADDITIONAL PAY ADJUSTMENT

Date	Ver.	Action By	Action	Result
10/19/2016	1	Regular City Commission Meeting		

TO: Mayor and City Commission

FROM: Douglas E. Smith, City Manager

DATE: October 19, 2016

APPROVING A THREE PERCENT (3%) COST OF LIVING (COLA), STEP INCREASE, AND SALARY RANGE ADJUSTMENTS, FOR THE PERIOD FROM OCTOBER 1, 2016 THROUGH SEPTEMBER 30, 2017, FOR ALL NON-BARGAINED FOR PERSONNEL (INCLUDING PART-TIME AND SENIOR MANAGEMENT); PROVIDING FOR AN ADDITIONAL PAY ADJUSTMENT. PROVIDING FOR COLA FOR NON-BARGAINED FOR PERSONNEL ABOVE THE PAY RANGE MAXIMUM.

BACKGROUND: The agreements for the FPE and the FOP include a 3% cost of living adjustment and step increases for fiscal year 2016/2017. Therefore, non-bargained, part-time, and Senior Management personnel are also recommended to receive this adjustment and step increases (when applicable) retroactive to October 1, 2016. Non-bargained for salary ranges are also recommended for increase by 3% (as reflected in the attached chart), and an additional pay adjustment is recommended (see attachment for further information).

RECOMMENDATION: For approval.

FISCAL IMPACT: Estimated Cost Impact of Pay Adjustments: Approximately \$315,000.

CONTACT PERSON: Douglas E. Smith, City Manager