



AGENDA MEMO

9/18/2018 Agenda

TO: Honorable Mayor and City Council

FROM: Thomas W. Tvardzik, Director of Finance

SUBJECT: CONSIDER AND ACT: on adoption of FY2019 pay plan

BACKGROUND

Like the annual budget and tax rate, the City's pay plan is adopted each year in ordinance form by official City Council action. An ordinance has been prepared that would enact the FY2019 pay plan. The FY2019 plan proposes a 1%, across-the-board, market-based adjustment in FY2019. Additionally, the compensation for certain positions within both the Fire and Police Departments have been adjusted to more accurately reflect "market" level compensation rates. The rates of increase for these positions range from 4 to 6 percent.

Both the across-the-board and specific Public Safety increase have been incorporated into the FY19 budget.

The increases in the pay plan were reviewed by the Employee Benefits Advisory Committee at their July 25, 2018 meeting. No exceptions to the plan were noted at that time. The increases were also included as part of the overall budget approved by the Finance Advisory Committee on August 16, 2018.

RECOMMENDATION

Approve the ordinance adopting the FY2019 pay plan.

ATTACHMENTS

Ordinance adopting the FY2019 pay plan.