

Merit Plan

Rules & Regulations
Classification Pay Plan

March 12, 2014

Merit Plan

- This is a short refresher on the Merit Plan as many of you are new since the last time we made changes to the compensation plan in 2007

City Charter

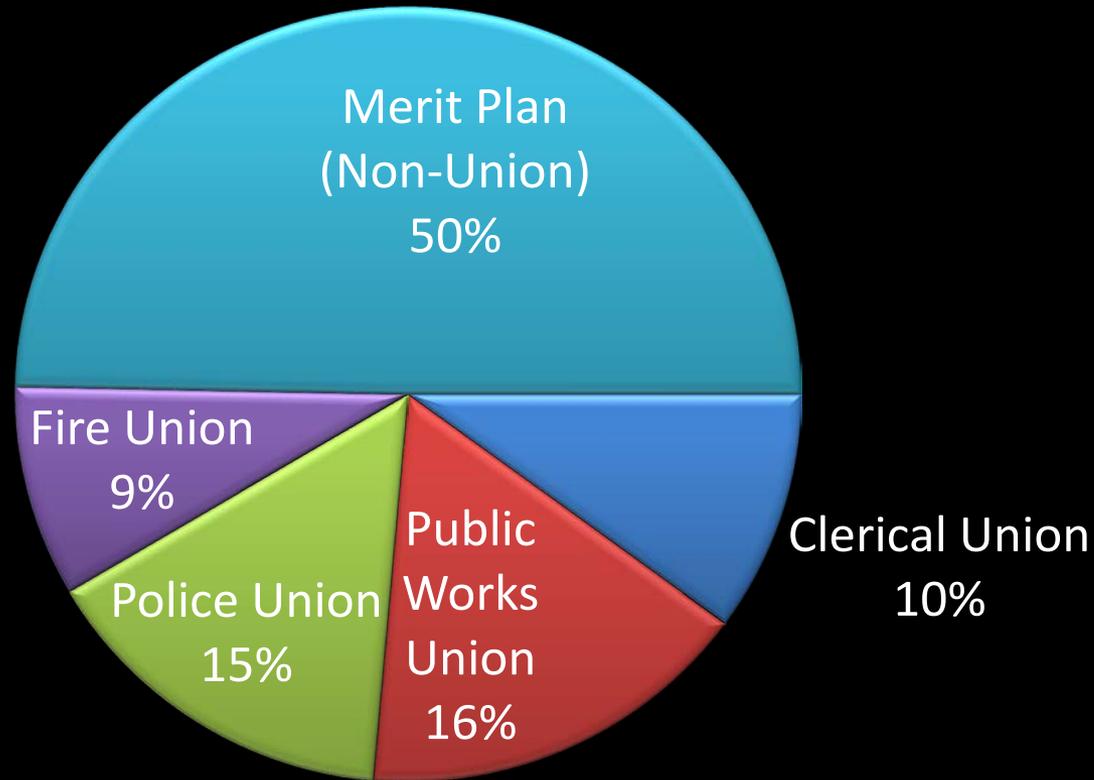
51. - Rules and Regulations.

The rules and regulations known as the merit system shall include provisions with regard to classification, compensation, selection, training, promotion, discipline, vacations, retirement, and any other matters necessary to the maintenance of efficient service and the improvement of working conditions.

City Code – Appendix B

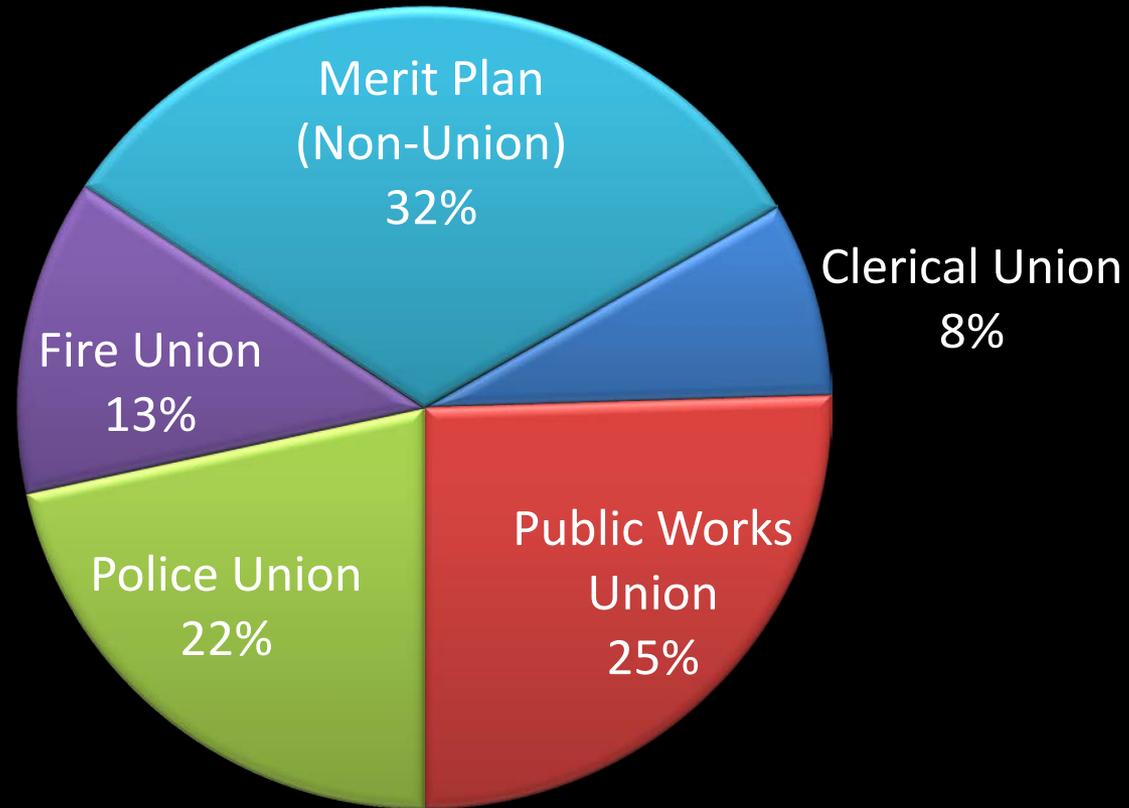
- Appendix B, Attachment A lays out the Classification Factors Chart which is the foundation for the classification of positions and, ultimately, the compensation of said positions. This is a 14 page document which is used by the outside company who points the merit plan positions.

Employee Make-up (total of all employees)



Merit plan people make up the largest group of employees

Employee Make-up (those on health plan)



Merit plan still has the largest number of employees with health making it even more critical to navigate to a less expensive plan

Merit Plan Compared to Union

Impact	Fire	Clerical	Police	Public Works	Merit Plan
Year 1	\$ 4,894	\$0	\$0	\$0	\$0
Year 2	\$8,844	\$21,250	\$104,610	\$77,450	\$54,185
Year 3	\$31,009	\$42,200	171,657	\$133,100	\$99,062

You can see that although the merit plan represents the largest block of employees, they are the 3rd least expensive impact and doing nothing with the merit plan will cost \$115,000. This represents 3.21% over 3 years.