



Request for City Council Committee Action

Date: March 12, 2015

To: Executive Committee
Forward to: Ways & Means Committee

Prepared by: Timothy Giles, Director Employee Services

Approved by: _____
Patience Ferguson
Chief Human Resources Officer

Spencer Cronk
City Coordinator

Subject: 2015 Salary Adjustment: Politically Appointed Employees

Presenters in Committee: Timothy Giles, Director Employee Services

Summary of the Request: Approve salary changes for politically appointed employees.

Recommendations:

- 1) All politically appointed employees who meet the criteria for step progression will receive a step progression in 2015, subject to satisfactory or better performance.
- 2) Effective at the start of the pay period that includes February 1, 2015, increase the Salary schedules, including longevity, 2.2%.

Financial Impact (Check those that apply)

No financial impact (If checked, go directly to Background/Supporting Information)

Action requires an appropriation increase to the Capital Budget

Action requires an appropriation increase to the Operating Budget

Action provides increased revenue for appropriation increase

Action requires use of contingency or reserves

Other financial impact (Explain):

Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information

Overall Cost of Recommendation for 2015: The above recommendation, inclusive of step movement, has a cost increase of 2.5% in 2015.

Salary: As of December 31, 2014, there were 36 politically appointed employees. The projected annualized salary expenditure for this group prior to any schedule change is \$2,254,138. The total cost of the recommendation for 2015 is \$56,354, which includes step-movement cost.

cc: Patience Ferguson, Chief Human Resources Officer
Senior Human Resources Consultants
Lisa Brown, Central Payroll
Barbara Payton, HRIS
File