

To: A&F Committee

Date: 05-31-2012

From: Lisa Rettig, Senior Manager of Human Resources

Reviewed By:

SUBJECT: Adjustment to Non-Represented Employees Compensation

SUMMARY OF ISSUES:

The non-represented employees consist of management and non-management administrative employees. This group of employees last received an increase on July 1, 2009. This was due to the Authority's very poor financial situation.

These non-represented employees have worked harder than ever over the last three years despite a lack of increases in compensation. As you will recall, the Authority is covering less than half of the total monthly premiums for health care with the employee picking up the remainder.

It looks reasonably certain that for FY13 the Authority can prudently afford a small increase for these non-represented employees.

The General Manager requests a 2% increase for unrepresented employees and a merit pool of \$37,600 for management employees. Management compensation increases are not automatic. Non-management employees receive increases provided they are proficient in their position. Managers receive their increase based on merit. This merit pool would be distributed to management level employees at the discretion of the General Manager.

FINANCIAL IMPLICATIONS:

The cost for a 2% increase is \$30,000. This amount is included in the FY13 Budget, as is the \$37,600 merit pool.

ACTION REQUESTED:

The A&F Committee is respectfully requested to forward the above recommendations to the full Board in the form of a resolution.