

FACTSHEET

Instructions: If a question does not apply, **DO NOT DELETE IT**, just put "NA". Please try to keep it to **ONE** page only. Submit **one original**, with your Request Form, to City Clerk.

TITLE:
Request to amend Section 2.76.160 – Compensation Plan;
Variable Merit Pay Plan - 'M' Pay Ranges

BOARD/COMMITTEE:
Personnel Board

APPLICANT:
Doug McDaniel

RECOMMENDATION:
For

STAFF RECOMMENDATION:

OTHER DEPARTMENTS AFFECTED:
Various

SPONSOR:
Human Resources

OPPONENTS:

REASON FOR LEGISLATION:

Change to the amount received upon completion of probation for employees in pay ranges prefixed by 'M'

DISCUSSION / FINDINGS OF FACT:

Historically the unrepresented 'M' employees have followed the LMCEA negotiated contract. This change in the code will reduce the probationary increase from 4.5% to 3%. We are not able to accurately predict the cost savings as it would depend upon the number of individuals hired into the 'M' pay plan.

POLICY OR PROGRAM CHANGE: ___ Yes X No

OPERATIONAL IMPACT ASSESSMENT: NA

COST OF TOTAL PROJECT:

RELATED ANNUAL OPERATING COSTS:

SOURCE OF FUNDS:

CITY:

NON-CITY:

FACTSHEET PREPARED BY: Doug McDaniel

DATE: 07-17-14

REVIEWED BY:

DATE: