

2019 PAY FOR PERFORMANCE DATA

Department	2020 Adjust less than 2.00%	2020 Adjustment 2.0%-3.0%	2020 Adjustment 3.0-4.0%	2020 Adjustment 4.0-5.0%	2020 Adjustment 6.0-7.0%	Hired Late in Year, No Eval Score
Mayor	0	1	0	2	0	
Legal Services	0	0	1	7	0	1
Finance	0	4	4	6	0	
Comm Econ Dev	0	0	5	12	0	
Health	0	2	4	9	0	
I.T.	0	0	4	4	0	
Valley Transit	0	0	2	1	2	2
PRFM	1	1	16	10	0	2
Public Works	0	34	32	82	2	2
Police	0	1	27	17	0	
Fire	0	0	6	4	0	
Utilities	0	2	14	17	0	1
Library	0	5	28	21	0	
Human Resources	0	2	1	5	0	
Directors	0	1	2	9	0	
City Total	1	53	146	206	4	8

Lump Sum Adjustments given = 5

Lump Sum due to employee at top of pay grade = 39

Union	1/1/2020 Increase	7/1/2020 Increase
VT Teamster Contract	1.00%	1.00%
	4/1/20 Increase	10/1/20 Increase
APPA Union Contract	1.00%	1.25%
		10/1/20 Increase
Fire Union Contract		2.25%