

## 2017 PAY FOR PERFORMANCE DATA

Department	2018 Adjust less than 1.25%	2018 Adjustment 1.25%-2.25%	2018 Adjustment 2.25-3.25%	2018 Adjustment 3.25-4.25%	Hired Late in Year, No Eval Score
Mayor	0	1	2	0	
Legal Services	0	5	4	0	
Finance	0	6	6	0	
Comm Econ Dev	0	10	7	0	
Health	0	6	9	0	
I.T.	0	5	4	0	
Valley Transit	0	3	2	1	1
PRFM	0	15	13	0	1
Public Works	0	104	41	9	
Police	0	21	24	0	
Fire	0	5	6	0	
Utilities	2	24	7	0	
Library	0	38	12	5	
Human Resources	0	4	4	0	
Directors	2	4	5	1	
<b>City Total</b>	<b>4</b>	<b>251</b>	<b>146</b>	<b>16</b>	<b>2</b>

Lump Sum Adjustments given = 2

Lump Sum due to employee at top of pay grade = 27

Union	1/1/2018 Increase	7/1/2018 Increase
APPA Contract	1.50%	1.00%
Fire Union Contract	1.50%	1.00%
VT Teamster Contract	2018 contract not settled	

**Data provided to HR/IT Committee 3/28/18**