

## 2018 PAY FOR PERFORMANCE DATA

Department	2019 Adjust less than 1.50%	2019 Adjustment 1.5%-2.5%	2019 Adjustment 2.5-3.5%	2019 Adjustment 3.5-4.5%	Hired Late in Year, No Eval Score
Mayor	0	3	0	0	
Legal Services	0	8	0	0	
Finance	0	12	2	0	
Comm Econ Dev	0	17	0	0	
Health	0	13	0	0	
I.T.	0	9	0	0	
Valley Transit	1	3	2	0	
PRFM	2	25	2	0	
Public Works	24	106	23	0	1
Police	1	39	4	0	1
Fire	0	11	0	0	
Utilities	0	30	2	0	
Library	9	38	7	0	
Human Resources	0	7	0	0	
Directors	0	5	6	0	
City Total	37	326	48	0	2

Lump Sum Adjustments given = 4

Lump Sum due to employee at top of pay grade = 28

Union	1/1/2019 Increase	7/1/2019 Increase
APPA Contract	1.00%	1.00%
Fire Union Contract	1.00%	1.00%
VT Teamster Contract	1.00%	1.00%

Data provided to HR/IT Committee: 4/24/2019