

Discretionary Pay Increases

For

Utilities Employees

- Treats the Utilities employees the same for General Pay Increase as non-represented employees
- The General Pay Adjustment was budgeted at the 2% rate
- If the CPI is ever more than the Council chooses to budget for non-represented employees, it's unlikely that the recommendation would be to grant a general pay adjustment to Utilities employees of more than the non-represented employees
- The increase is discretionary and controlled by the Council
- The City wants the Utilities employees to have the opportunity to make an informed decision about the pay plan models-Pay for Performance or bargaining over the CPI
- The City believes that there was a lot of confusion across the State related to represented employees
- Asking for this first year only to allow the Utility employees to earn pay for performance (P4P) the same as the non-represented
- In future years, if the employees choose to be represented, they will be removed from the pay plan and will only be eligible for CPI adjustments and/or discretionary increases as approved by the Council