

COMPETENCY CATEGORIES

EXECUTIVE

Communication
Decision Making
Politically Savvy
Strategic Skills
Visionary

FRONT-LINE SUPERVISORS

Adaptability/Flexibility
Communication
Motivate
Problem Solving
Staff Development

PROFESSIONAL (NON-SUPERVISORY)

Communication
Creative/Innovative
Problem Solving
Self-directed/Autonomous
Technical Skills

FRONT-LINE CUSTOMER SERVICE

Adaptability/Flexibility
Communication
Customer Focus
Handling Difficult People
Problem Solving

GENERAL EMPLOYEES

Adaptability/Flexibility
Communication
Customer Focus
Positive Attitude
Technical Skills

Pay for Performance - final allocation amounts
 percent increase 0.020921

Row Labels	Sum of Increase
MAY	4,116
CED	23,619
DIR	29,554
DPW	181,483
EL	-
FIN	16,087
FIR	18,665
HLT	14,956
HR	10,235
IT	12,831
LGL	10,635
LIB	45,342
POL	66,261
PRFM	37,173
UTL	42,034
VT	9,845
Grand Total	<u>\$ 522,836</u>

Amounts are calculated annual impact of overall 2.092% pay increase
 not including fringe impact.