

# Compensation Plan Comparison

## Current Compensation Plan

vs.

## New Compensation Plan

**N/A**

**General Increase**

**2% Base pay**

Employees earning an hourly rate of pay equal to or above the maximum of their pay range will not be eligible for this increase.  
Some employees may receive less than 2% due to their position into the range for which their job is allocated.

*Effective January 1, 2018*

**Currently lags market**

**Realigns with relevant market**

**6** Occupational Pay Schedules

**Classified Pay Schedules**

**6** Occupational Pay Schedules

Classified employees earning less than the new minimum hourly rate of pay established for their pay range shall have their pay adjusted upward to the new hourly rate.

*Effective January 2, 2018*

**Performance Adjustment**

**4% base pay**

Granted to employees with a Successful or higher performance evaluation

*Annually disbursed on October 1<sup>st</sup>*

**Performance**

**Performance Pay**

**Up to 3% lump sum payment / \$2,500 max\***

Granted to employees with an Exceptional performance evaluation

*Effective July 1, 2018*

**N/A**

**Market Adjustments**

**Pay Scale Quartiles**



Shall not be granted to employees with Needs Improvement/ Unsuccessful performance rating

Classified WAEs are not eligible for market adjustments.

*Annually disbursed on July 15<sup>th</sup>*