

# 2016 Employee Compensation

The Board of County Commissioners approved the following compensation for 2016.

The pay plan (ranges) will be adjusted by 1.5% and employees will receive equivalent increases on the first day of the first pay period in 2016.

Provide a 4% merit increase budget allocation in 2016, allowing departments within their allocated merit increase amounts **to distribute either equal amounts or variably** based on a standard or better performance evaluation

AND (any combination of)

- Internal equity within jobs. The variable method can be applied to just one job or a couple jobs.
- Range penetration to address internal compression within the range.
- Other non-performance based rationale – this could be items like responsibility levels, number of staff supervised, and facility management.

Please call us and we can help you review your current department compensation and help identify potential areas for application, we can also help determine the appropriate criteria. If you're curious if variable merit would work for you, please give us a call.

Departments will need to submit their plan to Human Resources for review and approval before October 30, 2015.