

2015 Employee Compensation

The Board of County Commissioners approved the following compensation for 2015.

The pay plan (ranges) will be adjusted by 1% and employees will receive equivalent increase to employees on the first day of the first pay period in 2015.

Provide a 2% merit increase budget allocation in 2015, allowing departments within their allocated merit increase amounts **to distribute increases variable to employees** based on a standard or better 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 31, 2014.

