



COMPENSATION REVIEW

MAY 9, 2024

COMPENSATION TOOLS

- Market Based Increase Using Compa-Ratio

Rating	Min to 50%	51-59%	60-75%	76% to Max
Outstanding	9.00%	8.00%	4.00%	3.00%
Higher	8.00%	7.00%	3.00%	2.00%
Fully	7.00%	6.00%	2.00%	1.00%
Gaining	6.00%	5.00%	1.00%	0.00%
Inexp.	5.00%	4.00%	0.00%	0.00%

FT < \$15		10.00%
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- Performance Increase – Standard Increase

Meets	Exceeds	Exceptional
2-2.9%	3-3.9%	4-5%

- COLA –
 - CPI as of March 2024 = 3.5%
 - Two Year Average = 4.75%
 - Provided in FY2024 = 5%
 - Included in FY2025 Tentative Budget = 3.1% (CPI in January)

CURRENT PLAN RESULTS

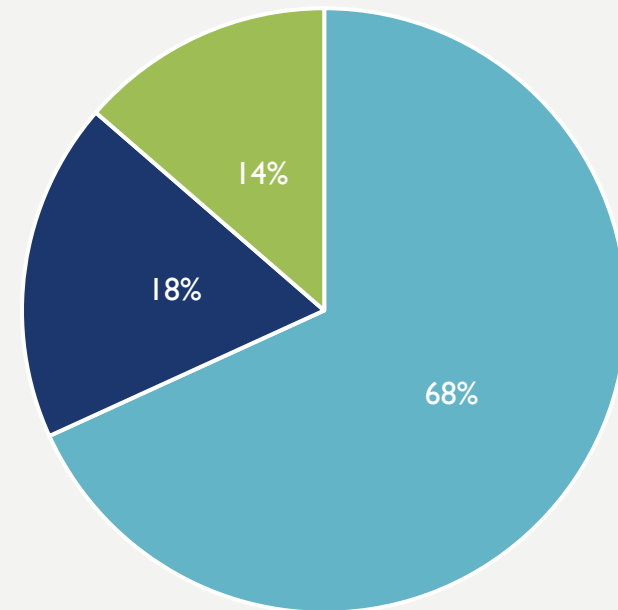
Pay within the BRAG area increased 3.86% over the last year

Results of Current Compensation Plan

FY2018	\$0.86 on the Dollar
FY2019 Perf Mkt Cola	\$0.93 on the Dollar
FY2020 Perf Mkt Cola	\$0.96 on the Dollar
FY2021 Perf	\$0.91 on the Dollar
FY2022 Perf Mkt Cola	\$0.95 on the Dollar
FY2023 Perf Mkt Cola	\$0.97 on the Dollar
FY2024 at June PMC	\$1.06 on the Dollar
FY2024 as of Feb Study	\$0.984 on the Dollar
FY2025 Proposed	\$1.05 on the Dollar

Applying our Current Plan FY2025

Results vs. BRAG Market



■ Over 100% of Target ■ Over 90% of Target ■ Over 84% of Target

Cost = \$106,572

RETIREMENT CHANGES FY2025

Tier 1	FY2024 Rate	FY2025 Rate	Increase (Decrease)						
Public Employee	17.97	16.97	(1.00)						
Public Safety	34.04	33.54	(0.50)						
Tier 2	FY2024 Employer Rate	FY2024 Employee Rate Picked Up	T2 to T1 Match Up (optional)	Total FY2024	FY2025 Employer Rate	FY2025 Employee Rate	Picked Up or Proposed Pay Increase	T2 to T1 Match Up (Optional)	Total FY2025
Public Employee	16.19	0	1.78	17.97	15.19	0.7	Proposed Pay Inc.	1.08	16.97
Public Safety	25.83	2.59	5.62	34.04	25.33	4.73	Picked Up per Ordinance	3.48	33.54
						inc. = 1.64		reduced to net 0 change	
						for PS			

PAY OPTIONS -

FY25 BRAG: Perf., Market, T2PE, Cola 3.1%		
Increase	Pay	Benefits
GF	\$ 63,154.82	\$ 48,036.46
UF	-\$ 849.84	-\$ 2,768.07
SF	\$ 9,103.01	-\$ 10,104.06
Total	\$ 71,407.99	\$ 35,164.33
3.4%	\$106,571.78	
Result	B-104.55% / T-103.15%	

FY25 BRAG Performance, Market, COLA 3.5%		
Increase	Pay	Benefits
GF	\$ 65,454.51	\$ 48,942.43
UF	-\$ 743.43	-\$ 2,768.07
SF	\$ 9,299.57	-\$ 10,098.42
Total	\$ 74,010.65	\$ 36,075.94
3.5%	\$110,086.59	
Result	B-104.65% / T-103.24%	

FY25 BRAG: Perf., Market , T2PE, Cola 3.5%		
Increase	Pay	Benefits
GF	\$ 67,366.00	\$ 49,363.71
UF	-\$ 34.65	-\$ 2,768.07
SF	\$ 9,916.48	-\$ 10,050.07
Total	\$ 77,247.83	\$ 36,545.57
3.67%	\$113,793.40	
Result	B-104.93% / T-103.52%	

FY25 BRAG Performance, Market, COLA 3.1%		
Increase	Pay	Benefits
GF	\$ 61,316.52	\$ 47,612.49
UF	-\$ 1,461.73	-\$ 2,768.07
SF	\$ 8,530.04	-\$ 10,150.29
Total	\$ 68,384.83	\$ 34,694.13
3.27%	\$ 103,078.96	
Result	B-104.27% / T-102.87%	