

- Directors received a two-percent (2%) increase for 2004
- Proposed increase of two-percent (2%) for Directors and the Mayor for 2005
- Non-Union employees received two and one-half (2.5) percent increase in 2004
- 2491 employees received two and one-half (2.5) percent increase from April 2004 through March 2005 per the union contract
- 1917 supervisors union employees will receive a two and two-tenths (2.2) percent increase for 2005 with a "me-too" clause in the contract that goes into effect if the non-union employees receive more than a two and two-tenths (2.2) percent increase
- Directors are exempt employees and do not receive overtime pay
- Although the budget is tight, it is important to compensate good employees to retain them
- Directors receive the same benefits all other employees receive and receive nothing in addition
- The over-all average of general increases for all groups balanced equally
- Base pay affects other benefits

A motion was made by Holder, seconded by Verschueren, that this matter be Recommended for Approval to the City Council.

Resolved, that the Administration and Information Services Committee recommends to City Council a Two Percent (2%) increase for Directors' General Adjustment with a "me too" clause in salaries for the Fiscal Year 2005, bringing total base salary pool for Directors to

The motion carried by the following vote:

Aye: Melinda Hill, Barbara Holder, John Dalton, Stephen Kirksey and Gerard Verschueren

2004-0213

2005 Variable Performance (Discretionary) Pool - Directors

Attachments: Resolution Directors Var Perf 2004.pdf

A motion was made by Dalton, seconded by Holder, that this matter be Recommended for Approval to the City Council.

Now Therefore Be It Resolved, that the Administration & Information Services Committee recommends to City Council that a Variable Performance (Discretionary) Pool for Directors of Twenty Thousand Dollars (\$20,000.00) be established to provide for flat bonus pay, separate from base pay, for the Fiscal Year 2005.

The motion carried by the following vote:

Aye: Melinda Hill, Barbara Holder, John Dalton, Stephen Kirksey and Gerard Verschueren

2004-0209

2005 Salary Recommendation - Mayor