



**M E M O R A N D U M**

**DATE:** March 6, 2014  
**TO:** Shawn Hamilton, City Manager  
**FROM:** Annie Eriksson, HR Generalist  
**RE:** FY14 Non-Union Merit Breakout

Below is a summary of FY14’s non-union merit increases based on performance evaluations:

- \$78,418 – Original FY14 budget, 2% max proposal
- \$57,800 – Budget authority (1.48%), based on prelim merit results, a budget reduction of \$20,618
- \$46,702 – Actual, 1.19%, \$11,098 below final budget
- Department heads received a zero percent merit increases (salary-freeze)
- No employee received a merit increase without a performance evaluation

Total Non-Union Performance Evals.	Needs Improvement	Meets			Exceeds		
	< 2.0	2.0 – 2.69			2.7 – 3.0		
	0%	57%			43%		
0%		<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
		<i>Bottom 15%</i>		<i>Upper 15%</i>	<i>Bottom 15%</i>		<i>Upper 15%</i>
		12%	53%	35%	31%	54%	15%



**M E M O R A N D U M**

**DATE:** March 6, 2014  
**TO:** Shawn Hamilton, City Manager  
**FROM:** Annie Eriksson, HR Generalist  
**RE:** FY15 Non-Union Merit Breakout

Below is a summary of FY15’s non-union merit increases based on performance evaluations:

- \$68,300 – Original FY15 budget
- \$68,300 – FY15 requested budget authority
- TBD – Actual
- No employee will received a merit increase without a performance evaluation

		<b>Needs Improvement</b>			<b>Meets</b>			<b>Exceeds</b>		
		< 2.0			2.0 – 2.69			2.7 – 3.0		
<b>Total Non-Union Performance Evals.</b>		TBD			TBD			TBD		
		<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
		<i>Bottom 15%</i>		<i>Upper 15%</i>	<i>Bottom 15%</i>		<i>Upper 15%</i>	<i>Bottom 15%</i>		<i>Upper 15%</i>
		TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD