



CITY OF PARK RIDGE

MEMORANDUM

DATE: March 4, 2014
TO: Mayor, Alderman, & Clerk
FROM: Shawn Hamilton, City Manager

RE: **Non-union Merit Proposals FY15 Budget**

I am proposing a merit based proposal for non-union employees, similar to FY14.

I am requesting \$68,300 to fund merit increases for FY15. This pool amount is already in the FY15 budget and includes merit increases for department heads, who accepted a freeze in FY14. This amount compares to the \$57,800 requested and budgeted in FY14. This pool will fund modest salary increases, based upon merit, for non-union employees.

The amounts of the merit increase will vary for each employee, and would not exceed 1.75% for any employee, except for those merit increases documented below. Some employees, based upon performance, may not receive a merit based award. Every employee in the City receives an evaluation before any merit increase is awarded.

Special Merit Awards:

Under the philosophy of hiring key personnel below the median salary range for their first 12-18 months of employment, I have budgeted the following additional merit awards for FY15:

	<i>FY13</i>	<i>FY14</i>	<i>FY15</i>	
Building Admin	\$83,173	\$70,000	\$75,000	(+\$5,000)
Zoning Coordinator	\$76,881	\$60,000	\$64,000	(+\$4,000)

Based upon consistent strong performance above and beyond the call of duty, and their evaluations, I have budgeted the following special merit awards for FY15:

City Engineer	\$94,394	\$96,282	\$101,096	(+\$4,814)
Senior Civil Engineer	\$65,502	\$66,813	\$70,152	(+\$3,339)

Our Mission:

THE CITY OF PARK RIDGE IS COMMITTED TO PROVIDING EXCELLENCE IN CITY SERVICES IN ORDER TO UPHOLD A HIGH QUALITY OF LIFE, SO OUR COMMUNITY REMAINS A WONDERFUL PLACE TO LIVE AND WORK.