



## CITY OF PARK RIDGE

### MEMORANDUM

**DATE:** March 30, 2015  
**TO:** Mayor, Alderman, & Clerk  
**FROM:** Shawn Hamilton, City Manager

**RE:** **Non-union Merit Proposals FY16 Budget**

Non-union employees have the opportunity to earn an annual raise based upon their performance and various evaluations throughout the year. Employees are evaluated during April or on their anniversary date, depending on the department and function. This is a merit based program.

The FY16 budget as proposed has a placeholder of \$80,981 for the merit based pool. My FY16 request for the merit based pool is \$71,715. This is below the placeholder merit pool established in December when the FY16 budget was completed. As a result, there is a score adjustment (reduction) of \$9,266 in the general fund.

The amounts of the merit increase will vary for each employee. The maximum any employee would be eligible for in FY16 is 2.00%.

#### Salary Adjustment:

Presented at the 2/17/15 budget workshop was a salary adjustment for the CP&D Director of \$13,075. This amount is already in the FY16 budget.

3 year summary of non-union merit and salary adjustments:

	<u>FY16</u>	<u>FY15</u>	<u>FY14</u>
Merit	\$71,715	\$68,300	\$57,800
Adj.	<u>\$13,075</u>	<u>\$17,153</u>	<u>\$13,170</u>
	\$84,790	\$85,453	\$70,970

#### *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.