

Proposals for Employee Compensation Framework

As a follow-up to the CA Board's discussions at previous budget worksessions, the following options for an employee compensation framework for the upcoming budget are suggested. The alternative percentages in parantheses and underlined provide some additional choices for the Board when selecting an option.

Salaries:

Option 1: For each year, the CA Board decides what the uniform per cent salary increase will be for all employees, based on overall economic conditions. For FY 2013 and FY 2014, the increase would be (0%, 1%, or 2%) of each employee's salary. To receive the salary increase an employee must achieve an evaluation score of at least 80%. Only full-time and year-round part-time employees would be eligible for annual salary increases.

Option 2: For each year, the CA Board decides what the annual per cent increase will be for the "Salary & Wages " line of the budget, based on overall economic conditions. For FY 2013 and FY 2014, the increase would be (1%, 1.5%, or 2%). Individual salary increases of up to 2% would be allowed based on performance. Only full-time and year-round part-time employees would be eligible for annual salary increases.

Bonuses:

Option 1 - All employees are eligible for pay for performance via bonuses of up to 3%. Bonuses are allowed in any year that the employee receives an evaluation score of 90-100%. Bonuses shall be awarded on the basis of an employee's documented impact on financial and non-financial metrics, not on the basis of the organization's year-end financial results.

Option 2 – All employees are eligible for pay for performance via bonuses from a bonus pool equivalent to 1% of total "Salaries and Wages." For FY 2013 and FY 2014, employees would be eligible for bonuses of up to 3%.

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