

Strategic Budget-Related Issues

Employee Compensation Framework

During the FY 2012 budget process, Board members forwarded to the FY 2013-2014 budget process several options for revising the framework for employee compensation:

Option 1 - Eliminate annual increases in salaries; make all employees eligible for pay for performance via bonuses of up to 3%.

Option 2 - Provide a cost-of-living salary increase to all employees equal to the yearly increase in the CPI-U, as documented in January of each year, up to 3.5%; make all employees eligible for pay for performance via bonuses of up to 3%.

Option 3 - Provide a cost-of-living salary increase to all employees equal to the yearly increase in the CPI-U, as documented in January of each year, up to 3.5%; make all employees eligible for pay for performance via bonuses, which are drawn from a total bonus pool equivalent to 1.5% of total salaries.