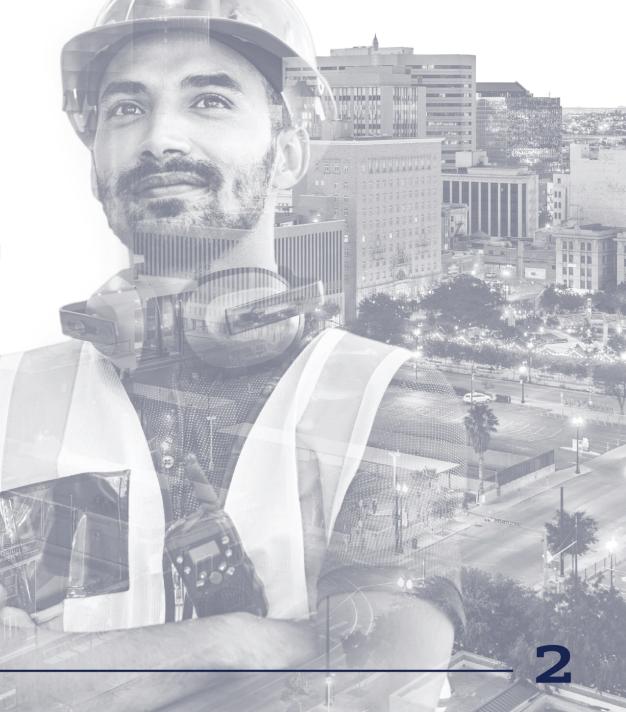




- CONSECUTIVE COMPENSATION INCREASES
- TARGETED SALARY ADJUSTMENTS
- + SHAPE IT UP WELLNESS INCENTIVE
- + CONTRIBUTION TO THE HSA OF \$500/\$1000
- NO INCREASES TO EMPLOYEE HEALTHCARE PREMIUMS FOR 3 YEARS
- + ADD TUITION ASSISTANCE PROGRAM
- ADD NEW LEARNING & DEVELOPMENT OPPORTUNITIES



KEY FOCUS

A 7.2% INCREASE FOR OUR LOWEST-PAID EMPLOYEES

- COVID-19 FATIGUE ADDRESS EMPLOYEE WORKLOAD
- LARGER INCREASE FOR LOWER PAID EMPLOYEES
- VACANCY PERCENTAGE INCREASED IN JANUARY FROM 13.3% IN 2020 TO 23.2% IN 2022
- CONTINUE TO PROVIDE COMPENSATION INCREASE FOR ALL EMPLOYEES

COMPENSATION

EFFECTIVE 05.22.22

A 7.2% INCREASE FOR OUR LOWEST-PAID EMPLOYEES

ALL NON-UNIFORM EMPLOYEES WILL RECEIVE AN INCREASE OF \$0.75 CENTS PER HOUR, OR ON AVERAGE 4.5% (RANGES FROM 1.5% TO 7.24%)

RECRUITMENT INCENTIVE



NEW HIRES ONLYALL POSITIONS

+ \$500 AT START

+ \$500 AFTER PROBATION/6 MONTHS

+ EFFECTIVE APRIL 10, 2022 - AUGUST 31, 2022

 DISBURSED AS PART OF THE PAY PERIOD STARTING MAY 22, 2022

COMPENSATION ADJUSTMENTS

HISTORICAL PAY INCREASES

FY2016

\$500 - \$1,000

ONE TIME LUMP SUM PAYMENT FY2017

1.50% - 2.50%

<\$50K RECEIVED 2.5%, \$50K TO \$100K RECEIVED 2%, >\$100K RECEIVED 1.5% FY2018

2.00%

ACROSS THE BOARD FY2019

1.50%

ACROSS THE BOARD

FY2020

1.00%, EQUITY ADJUSTMENTS

STEP 1 OF EQUITY ADJUSTMENTS AND WITH A MIN-IMUM INCREASE OF 1%

FY2021

\$150 - \$600

ONE-TIME
PAYMENT BASED
ON FULL-TIME
AND PART-TIME

FY2022

1.5%, EQUITY ADJUSTMENTS, ONE-TIME LUMP SUM

1.5% ACROSS
THE BOARD,
REMAINING EQUITY
ADJUSTMENTS FOR
THOSE ELIGIBLE,
PLUS ONE-TIME
LUMP SUM OF
\$250 PT OR \$500 FT

NEW

7.2% INCREASE TO MINIMUM WAGE

INCREASE OF \$0.75 PER HOUR OR MINIMUM OF 1.5% FOR CIVILIAN EMPLOYEES

HISTORICAL

PAY INCREASES

MISSION

DELIVER EXCEPTIONAL

SERVICES TO SUPPORT

A HIGH QUALITY OF LIFE

AND PLACE FOR OUR

COMMUNITY



VISION

DEVELOP A VIBRANT REGIONAL
ECONOMY, SAFE AND BEAUTIFUL
NEIGHBORHOODS AND EXCEPTIONAL
RECREATIONAL, CULTURAL &
EDUCATIONAL OPPORTUNITIES
POWERED BY A HIGH PERFORMING
GOVERNMENT



VALUES

INTEGRITY
RESPECT
EXCELLENCE
ACCOUNTABILITY
PEOPLE



MISIÓN

VISIÓN

VALORES

BRINDAR SERVICIOS EXCEPCIONALES
PARA RESPALDAR UNA VIDA Y UN
LUGAR DE ALTA CALIDAD PARA
NUESTRA COMUNDAD

DESARROLLAR UNA ECONOMÍA
REGIONAL VIBRANTE, VECINDARIOS
SEGUROS Y HERMOSOS Y
OPORTUNIDADES RECREATIVAS,
CULTURALES Y EDUCATIVAS
EXCEPCIONALES IMPULSADAS
POR UN GOBIERNO DE ALTO
DESEMPEÑO

INTEGRIDAD

RESPETO

EXCELENCIA

RESPONSABILIDAD

PERSONAS





