



# **WORKFORCE FOCUS**

## **INVESTMENT IN OUR EMPLOYEES**

**APRIL 11, 2022**





# **INVESTMENT** **IN** **OUR** **WORKFORCE**

- + 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 PLAN

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%)**



# PILOT RECRUITMENT INCENTIVE

A woman with dark hair is sitting at a desk, looking at a computer monitor. In the background, there is a cityscape with mountains in the distance. The image is semi-transparent and serves as a background for the left side of the slide.

**\$1,000**  
**SIGNING**  
**INCENTIVE**

- + NEW HIRES ONLY
- + ALL 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	FY2017	FY2018	FY2019
\$500 - \$1,000	1.50% - 2.50%	2.00%	1.50%
ONE TIME LUMP SUM PAYMENT	< \$50K RECEIVED 2.5%, \$50K TO \$100K RECEIVED 2%, >\$100K RECEIVED 1.5%	ACROSS THE BOARD	ACROSS THE BOARD

**HISTORICAL  
PAY INCREASES**

**FY2020**

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**1.00%, EQUITY  
ADJUSTMENTS**

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

**FY2021**

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**\$150 - \$600**

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

**FY2022**

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**1.5%, EQUITY  
ADJUSTMENTS,  
ONE-TIME  
LUMP SUM**

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

**NEW**

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**7.2% INCREASE TO  
MINIMUM WAGE**

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

## 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  
**R**ESPECT  
**E**XCELLENCE  
**A**CCOUNTABILITY  
**P**EOPLE





## MISIÓN

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



## VISIÓN

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



## VALORES

INTEGRIDAD  
**R**ESPETO  
**E**XCELENCIA  
**R**ESPONSABILIDAD  
**P**ERSONAS

