

W&M - Your Committee recommends approval of revisions to the Appointed Officials Compensation Plan as follows:

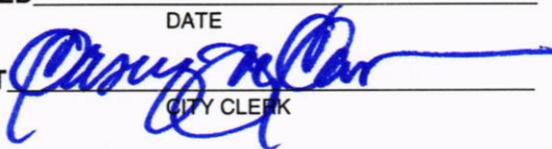
- a. Approving a general wage adjustment of 2.2% effective January 1, 2015.
- b. Adopting an eight-step salary structure for all positions within the Appointed Officials Compensation Plan effective January 1, 2015.
- c. Approving a January 1, 2015, transition of current employees to the corresponding step on the new schedule.
- d. Authorizing annual step movement from the date of job entry, and promotions provided satisfactory or better job performance.
- e. Directing staff to prepare a document for the administration and maintenance of the new compensation plan, including administrative mechanisms to maintain market competitiveness and internal equity.
- f. Directing staff to implement the necessary corrections to restore external market competitiveness as established and approved by the previously adopted Appointed Officials Compensation Plan maintenance policy, with the exception of the Internal Auditor position, as follows: 3% increase effective July 1, 2015, and 3% increase effective December 31, 2015.

Certified as an official action of the City Council: 

RECORD OF COUNCIL VOTE (X INDICATES VOTE)													
COUNCIL MEMBER	AYE	NAY	ABSTAIN	ABSENT	VOTE TO OVERRIDE	VOTE TO SUSTAIN	COUNCIL MEMBER	AYE	NAY	ABSTAIN	ABSENT	VOTE TO OVERRIDE	VOTE TO SUSTAIN
Reich	X						Glidden	X					
Gordon	X						Cano	X					
Frey	X						Bender	X					
B Johnson	X						Quincy	X					
Yang	X						A Johnson	X					
Warsame	X						Palmisano	X					
Goodman	X												

ADOPTED JUN 19 2015
DATE

APPROVED NOT APPROVED VETOED

ATTEST 
CITY CLERK

 JUN 23 2015
MAYOR HODGES DATE