

**CITY OF LA VISTA
MAYOR AND CITY COUNCIL REPORT
APRIL 3, 2018 AGENDA**

Subject:	Type:	Submitted By:
APPROVAL OF PAY MATRIX FOR FY19 BUDGET	◆ RESOLUTION ORDINANCE RECEIVE/FILE	KEVIN POKORNY DIRECTOR OF ADMINISTRATIVE SERVICES

SYNOPSIS

A resolution has been prepared approving the use of the existing pay matrix for the evaluation period covered by the FY19 budget.

FISCAL IMPACT

Under the new evaluation system budgets are prepared following the conclusion of an evaluation period and will include actual salary increases.

RECOMMENDATION

Approval

BACKGROUND

Following an extensive effort by an employee work group tasked with making improvements to the City's performance management program, new policies were adopted by Council in 2016 that made significant changes to the employee performance process. A new pay matrix with a range of 0-7% was also approved by Council. This pay matrix has given high performers an opportunity to have their work rewarded at a higher level and it has also given managers an opportunity to give smaller increases when warranted,

When initially presenting this pay matrix proposal to Council, it was projected that the overall result would be very similar to the previous five year wage increase average under the old system. During the first year of the new matrix the average wage increase was 3.66%, which was within one tenth of one percent of the projection.

The performance management policies call for Council to establish a pay matrix each year. Due to the success of the new matrix in fostering a much truer "pay for performance" system and the fact that the overall average employee pay increase during the first year was in line with previous year averages, the work group recommends that we continue with the existing pay matrix for the FY19. Salary increase data will be presented to Council on an annual basis.

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA, AUTHORIZING THE USE OF THE EXISTING PAY MATRIX FOR THE EVALUATION PERIOD COVERED BY THE FY19 BUDGET.

WHEREAS, the Mayor and City Council have established an Employee Performance Management program; and

WHEREAS, the Council policy statement adopted in 2016 entitled Employee Compensation PFP calls for the governing body to annually determine the performance pay matrix for salary increases; and

WHEREAS, a recommendation has been made to use the existing pay matrix for the evaluation period covered by the FY19 budget

NOW THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of La Vista, Nebraska authorizing the use of the existing pay matrix for the evaluation period covered by the FY19 budget

PASSED AND APPROVED THIS 3RD DAY OF APRIL, 2018.

CITY OF LA VISTA

Douglas Kindig, Mayor

ATTEST:

Pamela A. Buethe, CMC
City Clerk