



Overview of Pay for Performance Increases Awarded for Fiscal Year 2017

Compensation Philosophy

The purpose of the merit and market pay plan is threefold:

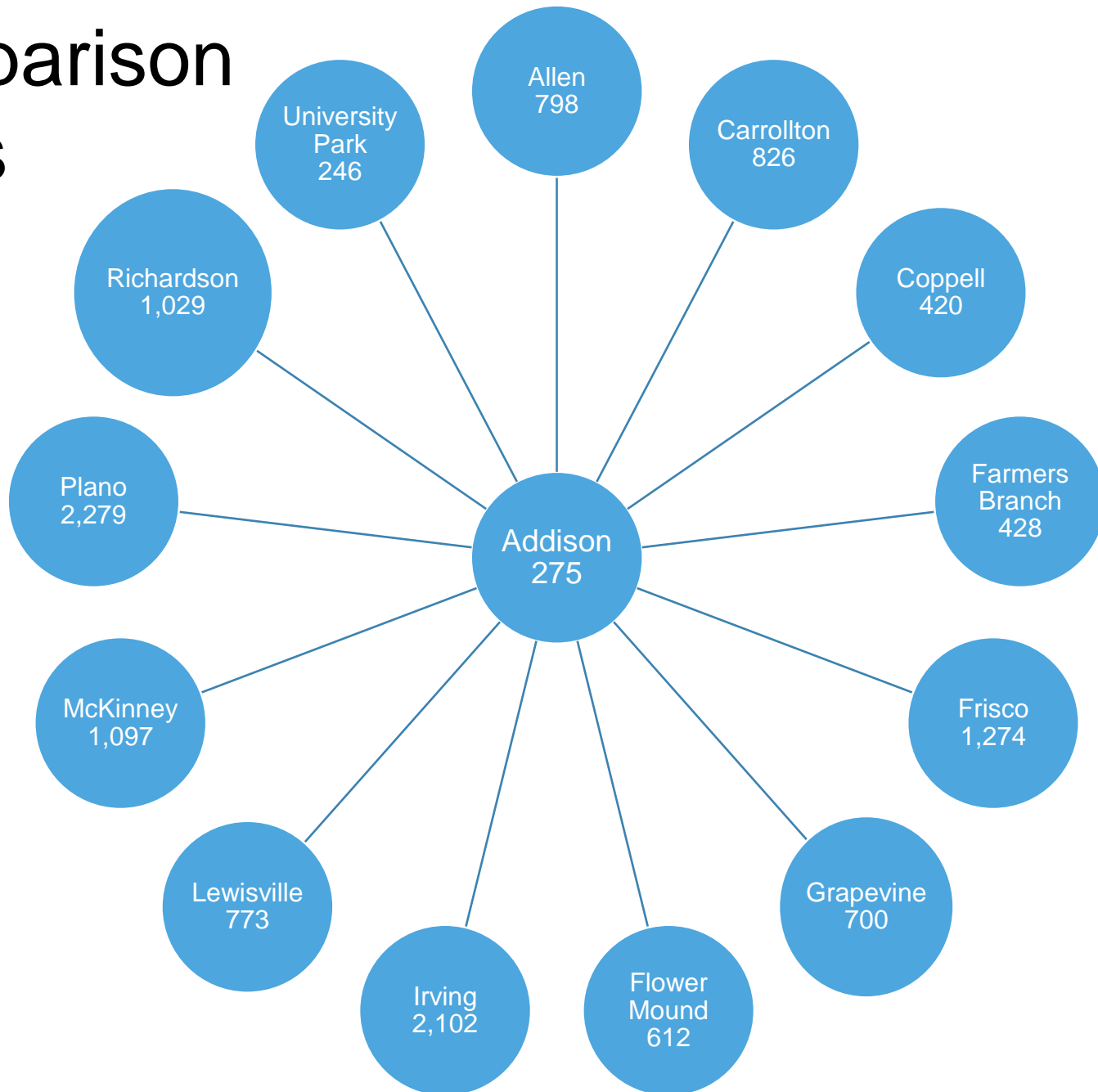
- to encourage excellence in service by tying salary increases to job performance rather than tenure;
- to reward employees for their efforts and job performance;
- and to remain competitive with other metroplex cities in regards to the Town's compensation program.

We will annually budget for Market and Merit adjustments for compensation that are fair and sustainable.

Adopted July 2014



Comparison Cities



Fiscal Year 2017 Budget Compensation

Based on the City Manager's recommendation, \$825,700 was included in the FY17 budget for pay for performance increases.

\$190,000 was also included to conduct and implement the results of a Certification Pay Study (Spring 2017).

Looking Back: Fiscal Year 2016 Compensation Adjustments

Civilian

- **Merit:** no merit increase was awarded
- **Market:** 2% market adjustment to the salaries based on a market study of our comparison cities

Public Safety

- **Merit:** no merit increase was awarded
- **Market:** 5% market adjustment to the salaries and salary ranges based on a market study of our comparison cities



Compensation History Summary

Total Average Increase
(ALL):
6.70%
FY16 Cost:
\$502,854

Total Average increase
(ALL):
7.38%
FY15 Cost:
\$1,054,658

Total Average increase
(ALL):
5.52%
FY14 Cost:
\$815,163

Total Average increase
(ALL):
5.90%
FY13 Cost:
\$879,486

Total Average increase
(ALL):
.96%
FY12* Cost:
\$132,229

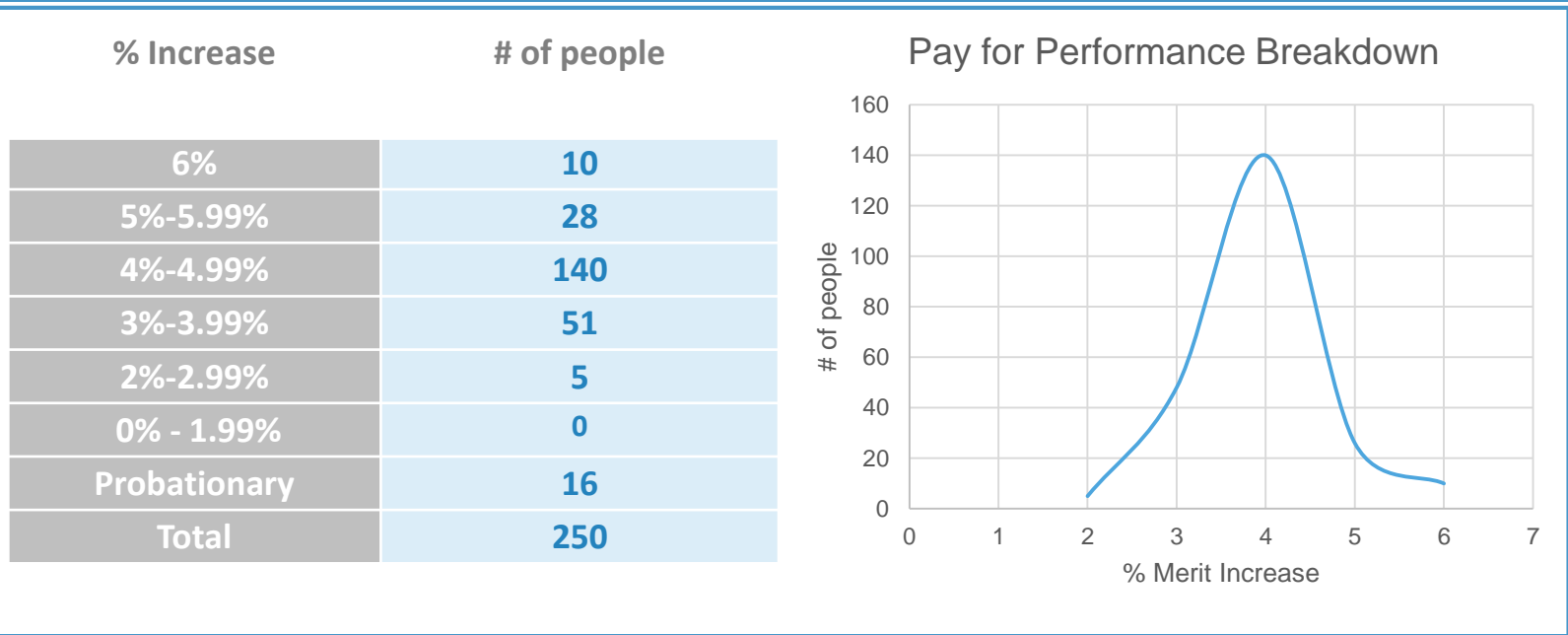
Total Average increase
(ALL):
.97%
FY11* Cost:
\$132,787

Total Average increase
(ALL):
1.97%
FY10 Cost:
\$276,605

Total Average increase
(ALL):
3.79%
FY09 Cost:
\$520,509



Pay for Performance/Merit Increase Breakdown for FY17



Fiscal Year 2017 Pay for Performance Merit Increase Awarded by Department

Department	Average Merit Increase Awarded - Including Lump Sums not added to the base	Total Dollar Amount Awarded for Compensation Adjustments
City Manager	4.08%	\$37,175.29
Economic Development	4.00%	\$11,997.82
Finance	3.70%	\$19,844.66
General Services	4.00%	\$10,696.87
Municipal Court	4.00%	\$8,616.06
Human Resources	4.06%	\$11,652.98
Information Technology	4.00%	\$23,247.02
Police	3.92%	\$166,426.18
Fire	4.04%	\$136,555.08
Development Services	4.00%	\$23,104.42
Streets	4.00%	\$3,120.00
Parks	3.93%	\$42,338.20
Recreation	4.00%	\$21,754.71
Conference Centre	4.00%	\$11,562.94
Marketing	4.00%	\$4,242.74
Special Events	4.00%	\$10,701.43
Utilities	4.03%	\$57,174.14
All Departments	3.99%	\$600,210.53



Performance Review Committee

Employee Committee Recommendations

- Two phase process

1st phase - Accomplishments

- ✓ Training: Mandatory Sessions for Directors & Supervisors
- ✓ Revised the evaluation form to include new categories (Innovation & Creativity)
- ✓ Added Departmental Categories
- ✓ Removed the Numbering Systems
- ✓ Narrowed the Overall Performance Evaluation Categories (Dropped Below Expectations Category)

2nd phase - (In progress)

- Meeting with Department Heads to assist in developing Departmental Evaluation Criteria
- Training for all employees on new form



Total Compensation Comparison



Midpoint Comparison + Benefits Comparison of Selected Positions

Addison Job Class	Midpoint Average of Comparison Cities	Addison's Midpoint	Variance Between the Two Midpoints	Midpoint Average of Comparison Cities + Employer Provided Medical Benefits (employee only) + Retirement Contributions by City	Addison's Midpoint + Employer Provided Medical Benefits (employee only) + Employer Retirement Contributions	Variance Between the Two Midpoints
Accountant	\$59,462.00	\$57,528.00	-3.36%	\$75,060.00	\$72,983.00	-2.85%
Clerk/ Courts	\$38,637.00	\$37,409.00	-3.28%	\$51,587.00	\$50,047.00	-3.08%
Clerk/ Police Records	\$37,707.00	\$37,409.00	-0.80%	\$50,545.00	\$50,047.00	-0.99%
Director/ Fire Chief	\$151,517.00	\$129,997.00	-16.55%	\$180,403.00	\$155,598.00	-15.94%
Director/ Police Chief	\$154,251.00	\$129,997.00	-18.66%	\$183,519.00	\$155,598.00	-17.94%
Fire Captain	\$93,014.00	\$93,315.00	0.32%	\$113,577.00	\$113,780.00	0.18%
Firefighter/ Paramedic	\$62,934.00	\$62,550.00	-0.61%	\$79,285.00	\$78,707.00	-0.73%
Official/ Building	\$104,596.00	\$112,082.00	6.68%	\$126,798.00	\$135,175.00	6.20%
Parks Superintendent	\$82,551.00	\$83,329.00	0.93%	\$101,722.00	\$102,395.00	0.66%
Police Officer	\$65,972.00	\$65,344.00	-0.96%	\$82,748.00	\$81,893.00	-1.04%
Police Sergeant	\$84,756.00	\$84,261.00	-0.59%	\$104,162.00	\$103,459.00	-0.68%
Utility Operator 1	\$38,300.00	\$37,409.00	-2.38%	\$50,900.00	\$50,047.00	-1.70%



Health Insurance Overall Funding Ratio

City % of Overall Funding Rate	Average of Comparison Cities	Town of Addison
Employee Only	91%	97%
Employee + Family (with Spouse)	77%	66%

	City of Allen	City of Carrollton	City of Coppell	City of Farmers Branch	City of Flower Mound	City of Frisco	City of Grapevine	City of Irving	City of Lewisville	City of McKinney	City of Plano	City of Richardson	City of University Park
EE only	86%	96%	99%	99%	93%	96%	96%	77%	95%	85%	82%	88%	95%
EE + Family (with Spouse)	86%	90%	72%	79%	91%	71%	90%	71%	76%	77%	77%	53%	63%



Benefit Summary Employer Provided Options of Comparison Cities

	Dental Insurance (Employee Only)	Basic Life Insurance	Social Security	Vacation Day Accrual of 5 year Employee	Sick Leave Day Accrual Per Year	Tuition Reimbursement	Short Term Disability	Deferred Compensation	Longevity per month after year 1	Holidays
Allen	100%	100%/250K	No	15	9	Yes	No	Yes	\$4.00	9
Carrollton									\$4.00/Civil Service employees only	
	0%	100%/no cap	No	15	10	Yes	Yes	Yes		8
Coppell	100%	100%/400K	No	17	12	Yes	No	Yes	\$6.00	11
Farmers Branch									\$4.00 (0-14 years) \$5.00 (15 years+)	
	0%	100%/200K	No	15	15	Yes	No	Yes		9
Flower Mound	100%	100%/100K	Yes	15	12	Yes	No	Yes	\$4.00	11
Frisco	70%	100%/50K	Yes	15	12	Yes	Yes	Yes	\$4.00	9
Grapevine	100%	100%/350K	No	15	15	Yes	No	Yes	\$4.00	9
Irving	0%	100%/no cap	No	15	15	Yes	No	Yes	\$6.00	9
Lewisville	0%	100%/400K	No	15	15	Yes	No	Yes	\$4.00	9
McKinney	65%	100%/50K	Yes	15	17	Yes	No	Yes	\$5.00	9
Plano	57%	100%/510K	No	15	15	Yes	No	Yes	\$4.00	9
Richardson	0%	100%/50K	Yes	15	15	Yes	No	Yes	\$4.00	9
University Park	0%	100%/no cap	Yes	11	12	Yes	No	No	\$4.00	12
AVERAGE	46%	100%/236K	8 No/5 Yes	15	13	Yes	No	Yes	\$4.00	9
Addison	100%	100%/200K	No	12	12	Yes	Yes	Yes	\$4.00	9

