

CITY COUNCIL MEMORANDUM

AGENDA ITEM

Proposed Pay Adjustment for Non-Civil Service City Employees

ORIGINATING DEPARTMENT

City Manager

BACKGROUND INFORMATION

The city manager is requesting council approval of a 3% increase in salary for all non-civil service city employees, excluding only the city manager. The last pay adjustment was for 2%, effective in April, 2013.

DISCUSSION/CONCLUSION

This proposed pay adjustment of 3%, effective June 2014, makes a positive impact for all employees. Additionally, it is aligned with and in support of VISION 2030, Goal 11: "Recruiting and Maintaining a Talented and Committed Workforce for the City of Killeen." Pay plan changes will be effective in June, 2014, with the adjustment showing up for the first time on the June 18, 2014 paycheck. The costs associated with the various funds (eight paychecks) are as follows:

General Fund:	\$171,331
Aviation:	\$17,404
Solid Waste:	\$37,381
Water & Sewer:	\$49,288
Drainage:	\$12,492
Special Revenue Funds	\$16,399

(Killeen Civic and Conference Center, Community Development, and Municipal Court)

Accordingly, the City Manager recommends the pay plans shown on the attached proposal, "City of Killeen Position Classification and Pay Plan" effective June 2014.

FISCAL IMPACT

The net effect on the city's budget as a result of this amendment is as follows:

- The net effect on the General Fund Budget is an increase of \$171,331.
- The net effect on the Aviation Funds Budget is an increase of \$17,404.
- The net effect on the Solid Waste Fund Budget is an increase of \$37,381.
- The net effect on the Water and Sewer Fund Budget is an increase of \$49,288.
- The net effect on the Drainage Utility Fund Budget is an increase of \$12,492.
- The net effect on the Special Revenue Funds Budget is an increase of \$16,399.

RECOMMENDATION

It is recommended that the City Council approve a 3% pay increase for non-civil service employees.