

**City Council Action
Financial Impact Report**

Resolution approving pay plans for Management, Administrative and Technical Support positions, and positions included on pay plans for the Office of the City Auditor and Office of the Municipal Counselor with a 7.0% adjustment over fiscal year 2021-2022 rates; approving payment of a one-time lump sum individual stipend equivalent to a 3.0% pay plan adjustment over fiscal year 2021-2022 rates for those positions; continuing certain benefits for those positions for fiscal year 2022-2023; and approving a new pay plan for the Office of the Municipal Counselor that adds a pay range; retroactive to July 1, 2022 through June 30, 2023.

Originating Department: Human Resources

Description of Impact

This resolution approves the following recommendations:

- 1) Pay Plan Adjustment of 7.0% across the board;
- 2) Adds a one-time Individual Equivalent Stipend of 3% for each position;
- 3) Continuation of the Sick Leave Conversion Program;
- 4) Continuation of the Tuition Reimbursement Program at \$1,250 per semester, and include mandatory fees in the reimbursement;
- 5) Continuation of the Paid Parking Program;
- 6) Continuation of health and welfare benefits according to the City's health and welfare plans and continue to contribute toward the cost of their health and welfare benefits at the same percentage share as previously established in fiscal year 2022-2023.

The total estimated cost of the pay plan for fiscal year FY 2022-2023 is shown below.

Salary with FICA and Retirement*	\$116,159,572
Insurance*	20,987,769
Stipend	<u>3,226,359</u>
Total	\$140,373,701

* The amount for Salary with FICA and Retirement represents an increase of \$8,575,663 over FY22 costs. Of that total, \$1,037,910 is for merit increases included within the current pay plan. The insurance amount represents an increase of \$679,107 for increased costs in health insurance.

Summary of Impact

a. Cost to City Organization: \$140,373,701

b. Cost to Citizens: None

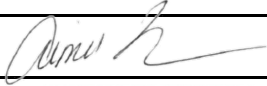
c. Cost to Business Community: None

d. Revenue Produced: None

Source of Funds

Fund Name: Various

Agency Name: Various

Department Head Signature:	
OMB Review Completed by:	