

Compensation

	2009 Budget	2010 Budget	2011 Budget
% Merit Pool	2%	1.25%	1.5%
Cost of Merit Program	\$1,327,942	\$844,125	\$798,412
General Wage Adjustment	1.5% to MOU only	0.5% to MOU only	1.5% to Police Officers only
Merit Raise	0% to 5%	0% to 5%	0% to 5%
Range Adjustments	1.5% added to minimum and maximum for MOU and non-MOU	0.5% added to minimum and 1.25% added to maximum for non-MOU	2.5% added to maximum for F01-F10; 1.5% added to minimum and maximum for Police Officers; 0.5% added to minimum and maximum for non-MOU

\$853K=1 mill