



# Discuss and Approve Compensation Recommendations for General Manager, General Counsel, General Auditor, and Ethics Officer

Board Meeting

Item 10-3

October 13, 2020

# Compensation Options

- Board has the authority to provide:
  - Cost of living adjustment
  - % Merit increase based on performance
  - Lump sum based on performance
- Bargaining unit employees compensated per negotiated MOUs:
  - Cost of living adjustment
  - Merit step increase based on performance, up to salary range maximum (2.75% to 11%)

# Department Head Salary History

- Department Heads historically receive same COLA as bargaining unit employees

Classification Title	2015 Increase	2016 Increase	2017 Increase	2018 Increase	2019 Increase
General Manager	2.5%	1.5%	3%	3%	3%
General Counsel	2.5%	1.5%	3%	3%	3%
General Auditor	2.5%	1.5%	3%	3%	3%
Ethics Officer					Hired in 2019
Bargaining Unit Employees	2.5%	1.5%	3%	3%	3%

- At times, Department Heads have received merit increases and/or lump sum payments in addition to cost of living adjustment

# Board Discussion and Potential Action