

Change to Personnel Rule 3. Compensation

Summary

- Approved suspending the portion of Rule 3 that states, “The amount of a percentage increase will be calculated on the midpoint of the pay grade established for the employee’s associated pay grade.” for the purpose of the FY24 general increase.
- Approved by the Unified Personnel Board on August 3, 2023, to be effective October 8, 2023 for the FY24 general increase.
- NOTE: There are no written changes to the rule.

Background

The following clause from Personnel Rule 3: Compensation is temporarily suspended to allow for the FY24 general increase to be calculated on employees’ current actual salary, rather than the midpoint of the pay grade.

C.1.e.iii. Determining Amount & Form of General Increase

The amount of a percentage increase will be calculated on the midpoint of the pay grade established for the employee’s associated pay grade.

The Personnel Rule states that the annual increase for employees will be calculated on the midpoint of the employees’ respective paygrade. For FY24, the Appointing Authorities have agreed to allow the increases to be based on the actual salary of the employee. The primary reason for this request is to recognize the service of some of our more tenured employees who are above the pay grade midpoint and as a result will receive a higher increase than they would otherwise.