



FY 2021 Recommended Budget Budget Question

Board Question #: 36

BUDGET QUESTION: Explain why the longevity adjustments are included again when the Evergreen study implementation was completed in the current year's budget.

RESPONDING DEPARTMENT/OFFICE: Budget

RESPONSE: The longevity adjustments were implemented as part of the remedy to compression issues and, like the annual COLA tied to the CPI, were intended to be a continuing component of the plan. In the first year (FY 2018), longevity adjustments were provided based on ranges of employment years – employees having between 5 and 9.9 years of service received a 1% increase; those with 10 – 14.9 years of service received a 2% increase; and those with 15+ years of service received a 3% increase. Thereafter, longevity adjustments have applied only when a specific service milestone was reached – 0.5% for those reaching 3 or 12 years of service, and 1.0% for those reaching 5, 10 or 15 years of service.

Because the Public Safety step scale is now in place, eliminating compression among sworn employees, the longevity adjustment no longer applies to those employees. However, it does apply to the non-sworn Public Safety employees and the general government employees reaching the 3 or 12-year milestones for a 0.5% increase, and a 1.0% increase for those reaching 5, 10, or 15 years of service.

The costs included the in FY 2021 Recommended Budget for longevity adjustments are as follows:

Fund	Amount
General Fund	\$45,313
Code Compliance Fund	\$3,414
Transportation Fund	\$1,636
Utilities Operating Fund	\$9,716
Total – All Funds	\$60,079

ESTIMATE OF STAFF TIME SPENT ON RESPONSE: 25 minutes