



## FY 2016 Recommended Budget Budget Question

**Board Question #: 14**

**BUDGET QUESTIONS:**

Has the annual merit and COLA combined ever totaled the 4.5% annual increases assumed in the five-year model?

**RESPONSE:**

Yes, there have been years in the past where the annual merit and COLA combined to 4.5% or more. In fact, the 4.5% annual increases included in the model for General Fund Employees were based on compensation history at the time the model was initially developed. The table below shows County compensation adjustments since FY 2003. The highlighted years represent years when the combined total was at least 4.5%:

<b>FY</b>	<b>COLA</b>	<b>Merit</b>	<b>Total</b>
FY 2003	2.0%	2.5%	4.5%
FY 2004	2.2%	2.5%	4.7%
FY 2005	1.8%	2.5%	4.3%
FY 2006	2.0%	2.5%	4.5%
FY 2007	3.0%	2.5%	5.5%
FY 2008	2.0%	2.5%	4.5%
FY 2009	2.0%	-	2.0%
FY 2010	-	-	-
FY 2011	-	-	-
FY 2012	1.5%	-	1.5%
FY 2013	2.0%*	-	2.0%*
FY 2014	1.0% - mid-year	-	1.0% - mid-year
FY 2015	2.0%	-	2.0%

\*For employees earning less than \$91,000