

UNREPRESENTED PAY PLAN AND COMPENSATION POLICY FOR FISCAL YEAR 2019

The following is the unrepresented compensation policies for Fiscal Year 2019.

1. **Base Salary Increase** - Effective the first full pay period in October of 2018 (October 7, 2018) eligible unrepresented employees, who on their most recent annual Leadership Performance Review (LPR) received a rating of “meets overall expectations” or “exceeds overall expectations”, shall receive a 2% base salary increase (within the salary range). Those current unrepresented employees, recently hired and who have yet to receive their annual performance review for their current position as of October 6, 2018, shall also receive the 2% base salary increase. To be eligible, employees must be in an unrepresented position as of the effective date and be employed by the County as of the date of Board approval of this policy.
2. **Range Extension** - Effective the first full pay period in October 2018 (October 7, 2018), all pay range minimums and maximums in the County’s Unified Pay Plan shall be increased by three percent (3%).
3. **Salary Adjustment Payment to Eligible Employees** - Effective the first full pay period in April of 2019 (April 7, 2019), benefit-eligible unrepresented employees with three or more years of continuous service experience in their current County job classification as of April 6, 2019, and who are below the 25th percentile of their current pay grades, shall have their salary adjusted upward to the 25th percentile of their respective pay grade.