

19-5754 - A - PROPOSED SALARY AND BENEFIT CHANGES

Proposed Change	Groups Affected
Cost of Living Allowances (COLA): July 2019 4% July 2020 3.5% July 2021 3%	Unrepresented
Market Equity Adjustments <ul style="list-style-type: none"> • Individual adjustments based on survey data • Uniform equity adjustment of 2.7% in 2019 and 2.7% in 2020 	Unrepresented Executive management group
Education Reimbursement Increase from \$1,350 to \$2,000/year	Unrepresented and Appointed
Health Welfare Benefits <ul style="list-style-type: none"> • Increase City contribution to premium by 5% in January 2020, January 2021 and January 2022 • Health-in-Lieu payment of \$375 per month to deferred compensation with proof of other coverage 	Unrepresented, Appointed and Elected Officials
Rec Bucks Increase from \$400 to \$500/year	Unrepresented, Appointed and Elected Officials