9/3/20

What do you use to determine annual pay increases for your employees (set factor/merit, etc)?

We did a salary comparability study with Nelrod and that is what we use.

Usually a set factor decided by board; they do decide merit  raises occasionally.

We have Step & Grade for all County Employees.  Steps 1-7 get a 3% merit each year as Commissioner’s Court approves.  Steps 8+ get the 3% step every other year, if approved.  Up to Department head to award the Merit. COLA raises are determined by HR & CC approval and vary by year.

I just put in a raise % and let the commissioners decide at my annual review.

 Usually a percentage based on SS increases.

set percentage…..normally 2 to 3%

usually a set percentage.

Merit increase scale based on overall performance appraisal rating

Annual cost of living for all employees approved by board on annual budget.

We do an annual review, but generally to a cost of living increase for everyone. I someone takes additional duties or roles I will adjust their pay at that time.

We use the annual evaluation to determine the raise and/or merit increase.  I have attached the evaluation form and the grading methodology system form which we base the percentage of the raise received.

COLA based on budget allowances- usually 1/2 to 2%

Merit and funds available.

Some years across the board with a certain percentage. Other years on individual merit and evals.

I budget 3% raises for everyone, however at the end of the day my low performers earn 1 percent to 2 percent, and 4 percent to 5 percent for high performers.

Board votes for set factor.

COLA -USUALLY.

normally only do 3% to 5% pending on budget.

Increase is based on rating on yearly evaluation up to 3%

We have had a salary comparability completed however due to monies we use merit increases.

 We have a consultant who every five years reviews the salaries and makes recommendations to our pay scale.  On a staff person's annual evaluation if they score above a 3.5 they get a 5% raise and if below ( depending on how low the score may be) get a 2.5% raise.

Merit

combination of set and merit. We normally follow the guidelines the city sets as their annual pay increase the majority of the time which typically is a 2%-3% increase. If the City sets an unusually high pay increase as they did app. 2 yrs ago (8%), we look at what is realistic.

We still take into account an employee’s ability to perform their job tasks, their willingness to learn new skills, arriving on time & ready to work, time off work, etc. If we feel an employees work habits do not warrant a 2%-3% raise, then they receive less.

We usually just have a 3% or 5% COLA raise.  There have been times when I discuss a particular employee with the Board and an interim increase has been given if within budget range.  Small housing authority, no certain policy for this.

Per city policy we receive a 2.5% step increase annually.