



## FISCAL IMPACT NOTE

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**Resolution:** R-38-20

**Title:** Position Classifications and Pay Plan

**Date:** June 18, 2020

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This resolution establishes the FY2021 position classifications and pay plan. The new pay scale includes a 3% COLA for all employees on the A and F scales and a 1.5% COLA for employees on the P scale. The cost of the COLA, including FICA and pension, for all employees on the A scale is approximately \$848,000, for all employees on the F scale is \$499,000, and for all employees on the P scale is \$245,000.

It also converts the Development/Events Specialist position from exempt to a civil service position within the City Manager's office in the FY2021 adopted budget. The fiscal impact of the conversion is approximately \$6,800 in pension expense.

*Prepared by Katie Connolly, Budget Analyst*