



# Comprehensive Review of Town Operations

EXHIBIT III: VARIABLE MERIT PAY MODELS (MPM) FOR CONSIDERATION

TOWN COUNCIL MEETING, MAY 8, 2018

Exhibit III: variable Merit pay models (MPM) for consideration

	Current%	A	B	C	D	%Population
100th	7.5%	7.5%	6.0%	7.0%	7.0%	17%
90th	7.0%	7.0%	5.0%	6.5%	6.5%	13%
80th	6.5%	6.5%	4.5%	6.0%	6.0%	15%
70th	6.0%	6.0%	4.0%	5.5%	5.5%	11%
60th	5.5%	5.5%	3.5%	5.0%	5.0%	10%
50th	5.0%	5.0%	3.0%	4.5%	4.5%	7%
40th	4.5%	4.5%	2.5%	4.0%	4.0%	5%
30th	4.0%	4.0%	2.0%	3.5%	3.5%	6%
20th	3.5%	3.5%	1.5%	3.0%	3.0%	4%
10th	3.0%	2.2%	1.0%	2.5%	2.2%	10%
*Score of 3.0 or less	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%
Avg Eligible %	5.8%	5.7%	3.8%	5.3%	5.2%	
Actual Avg. %	4.4%	4.4%	3.2%	4.1%	4.1%	
Reduction in Average Increase	n/a	-0.1%	-1.3%	-0.3%	-0.3%	
Sum of Salary Increase	\$ 907,309	\$ 897,450	\$ 684,875	\$ 851,919	\$ 847,570	
Diff from Current	n/a	\$ (9,859)	\$ (222,433)	\$ (55,390)	\$ (59,738)	

Lump Sum Policy Estimates

Full Lump Sum	\$ 345,150	\$ 344,266	\$ 180,402	\$ 297,347	\$ 297,347
Avg Payment	\$ 3,028	\$ 3,101	\$ 1,940	\$ 2,679	\$ 2,728
Half Lump Sum	\$ 172,575	\$ 172,133	\$ 90,201	\$ 148,673	\$ 148,673
Avg Payment	\$ 1,514	\$ 1,551	\$ 970	\$ 1,339	\$ 1,364

Difference between 2.5% Range Adjustment in FY17 (123,561) to Full and Half Lump Sum

Full Lump Sum vs. Range Adjustment	\$ 221,589	\$ 220,705	\$ 56,842	\$ 173,786	\$ 173,786
Half Lump Sum vs. Range Adjustment	\$ 49,014	\$ 48,572	\$ (33,360)	\$ 25,112	\$ 25,112