



DATE: December 3, 2009  
TO: Personnel Committee  
FROM: Pamela Captain, CA/HR Director  
RE: 1) 2010 Non-Represented Employee Annual Salary/Wage Increase  
2) Insurance Premium Contribution Schedule

The 2010 budget approved on November 16, 2009 includes a 1% pay increase for non-represented employees and Police Supervisory Lieutenants. The budget also includes the insurance benefit of 91% for the HMO-1 plan, 97% for the HMO-4 plan, and 88% for the POS-2 plan. The benefit for dental and vision matches that selected for health coverage.

- 1) I am requesting that the Personnel Committee recommend to the Common Council the approval of a 1% pay increase effective January 1, 2010, and a 1% increase on December 31, 2010 for non-represented employees and Police Supervisory Lieutenants. The request is consistent with the percentage increase schedule as approved by the Common Council in the tentative agreements for Locals 1035 and 1035-B.
- 2) I am requesting that the Personnel Committee recommend to the Common Council the approval of the following premium contributions to the health insurance plans for non-represented employees and Police Supervisory Lieutenants. The premium contribution for dental and vision will match that selected for health coverage. The premium contribution percentages are consistent with the approved tentative agreements for Locals 1035 and 1035-B.

HMO-1 plan: 9%  
HMO-4 plan: 3% (available to non-represented and library employees only)  
POS-2 plan: 12%

Should you have any questions, please contact me.