

Compensation Committee

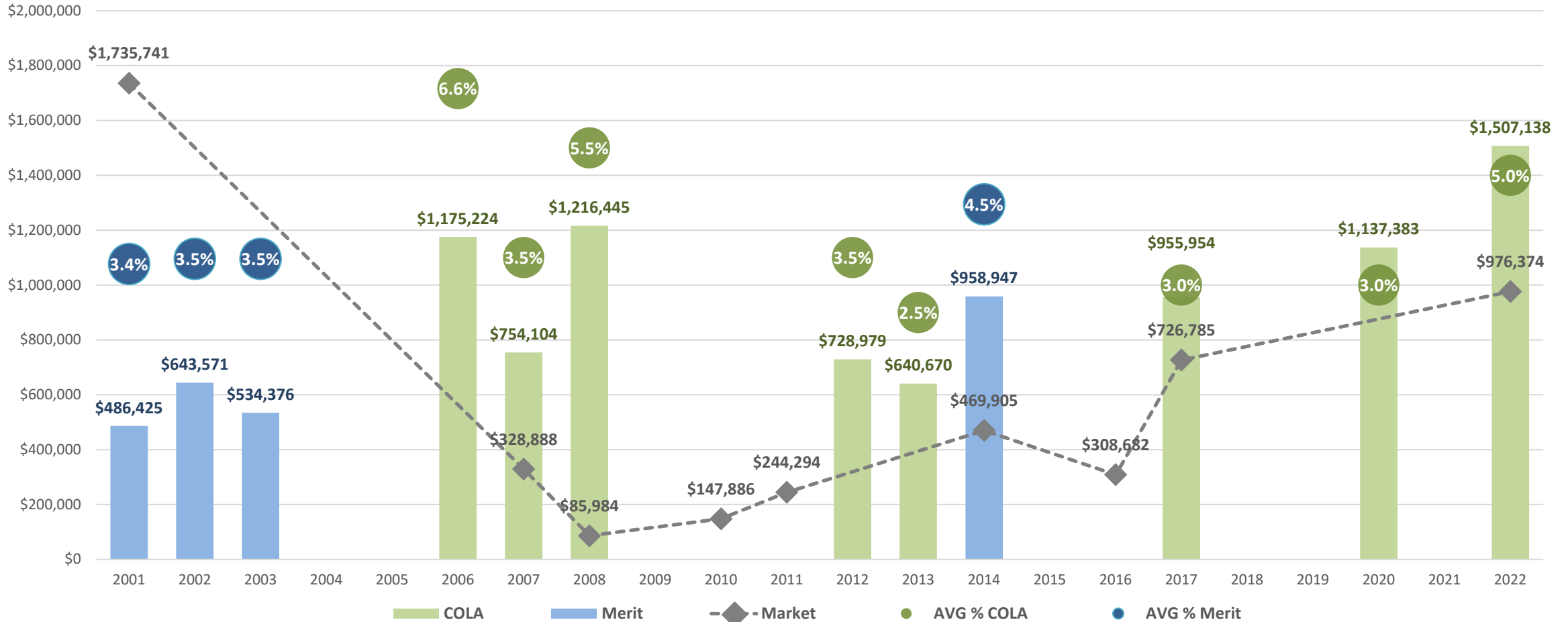
Presentation and Discussion of the Fiscal Year 2023 Classification and
Compensation Study Implementation and Communication Plan

March 29, 2023

Contents

- 1. History of Salary Adjustments**
- 2. Implementation of FY 2023 Classification & Compensation Study**
- 3. Implementation of Step 1**
- 4. Communications**
- 5. Next Steps for Implementation**

History of Salary Adjustments



Source: COLA, Market and Merit Pay History through Fiscal Year 2023 report. Employee Job History Report.

COLA – Cost of Living Adjustment

Implementation of FY 2023 Classification & Compensation Study

Implementation includes a 3-step approach

- Step 1** **5% salary increase, capped at the maximum of the employee's current pay grade**
- Step 2 Establish new pay scales, including an updated minimum salary/wage and a new maximum
- Step 3 Internal equity and pay compression adjustment

Implementation of Step 1

Step 1 Adjustment: Up to a 5% increase for employees
Effective Date: February 27, 2023
Pay Date: Reflected on the March 17 paycheck

	Employees*	Increase	Benefits at 28.05%	Total
Receiving full 5%	568	\$1,463,550	\$410,526	\$1,874,076
Receiving Less than 5%	8	\$19,552	\$5,484	\$25,036
No Adjustment**	2	\$0	\$0	\$0
Total:	578	\$1,483,102	\$416,010	\$1,899,113

**Excludes the General Manager & CEO*

*** Employees at or beyond the maximum of their paygrade*

Communications

Communication with all employees

- Message by email
- Weekly Connections story
- Open forum meetings through WebEx with Q&A sessions
- Responded to individual calls and questions
- Q&A Posted on BPUB Central

Additional communication with employees receiving less than 5% or no adjustment

- Message by email
- Individual meetings

Next Steps for Implementation

- **Step 1** 5% salary increase, capped at the maximum of the employee's current pay grade
 - Implemented on February 27, paid on March 17
- **Step 2** **Establish new pay scales, including an updated minimum salary/wage and a new maximum**
 - Tentative effective date April 24 paid on May 12
- **Step 3** **Internal equity and pay compression adjustment**
 - Tentative effective date May 22 paid on June 9



Questions?