

City of Flagstaff History of Pay Adjustments

07/01/2018	<p>2080 and fire pay plans were moved 3/3 of the way to the fully phased Market Based Pay Plan.</p> <p>The Police pay plan was increased by 2% to reflect market movement.</p> <p>Eligible temporary employees were given up to a 2% increase.</p> <p>Skill based pay was increased by 2% (min and max still refer to the 2080 plan.)</p> <p>Commissioned Police were authorized to receive a 3% merit increase in FY2019, commensurate with their annual evaluation.</p>
07/01/2017	<p>2080 and fire pay plans were moved 2/3 of the way to the fully phased Market Based Pay Plan.</p> <p>The Police pay plan was increased by 2% to reflect market movement.</p> <p>Temporary employees were given up to a 2% increase.</p> <p>Skill based pay was increased by 2% (min and max still refer to the 2080 plan.)</p>
07/01/2016	<p>2080 and fire pay plans were moved 1/3 of the way to the fully phased Market Based Pay Plan.</p> <p>The Police pay plan was increased by 2% to reflect market movement.</p> <p>Temporary employees were given up to a 2% increase.</p> <p>Restoration of 19% assignment pay for PD (everything but Phlebotomist) and Fire SWAT).</p> <p>Skill based pay was increased by 2% (min and max still refer back to the 2080 plan.)</p> <p>Removed all retention bands.</p>
07/01/15	<p>2% market increase. PD pay plan was moved to final phase of Market Based Pay.</p>
07/01/14	<p>No market increase</p> <p>Merit increase: Years of service based on tenure as of 12/31/2014. The amounts are as follows:</p> <ul style="list-style-type: none"> • 1 year – 0.4% • 2 years – 0.8% • 3 years – 1.2% • 4 years – 1.6% • 5 years or more – 2% <p>Longevity Pay: Lump sum payout in December 2014 based on tenure as of 7/1/2015. The amounts are as follows:</p> <ul style="list-style-type: none"> • 1 year - \$100 • 2 years - \$150 • 3 years - \$250 • 4 years - \$350 • 5 years or more - \$450 <p>Steps were removed from the pay plan for non-exempt positions.</p>
11/25/13	<p>Pay Plan adjustment for ranges 17 and up:</p> <ul style="list-style-type: none"> *8% midpoint progression *60% range spread between mid and max *Added range E-8-4 to allow for bigger Division Director bands *Adjusted Division Director bands to include E-8-4
07/01/13	<p>3.2% market increase</p> <p>Minimum salaries of nonexempt and exempt ranges made equal for all ranges</p> <p>Implemented Police Pay Plan – increased each range by 5%</p>
04/01/13	<p>Trigger #1 - .6% increase to pay plan</p> <p>Trigger # 2 – positions 25% or more below market adjusted (Rec Coordinator I, II, and Sr., Meter Technician Supervisor, Library Manager, and Administrative Asst)</p>
FY 12/12	<p>No market adjustment or merit increases</p>
04/29/12	<p>.6% decrease to compensate for ASRS changes</p>
04/01/12	<p>.6% increase to restore second ½ of .6% decrease (from 05/09)</p>

01/01/12	.6% increase to restore first ½ of .6% decrease (from 05/09)
FY 11/12	No market adjustment or merit increases
07/01/11	.6% increase to compensate for ASRS changes
FY 10/11	No market adjustment or merit increases
FY 09/10	No market adjustment or merit increases
5/1/09	1.2% decrease to all pay plans, employee salaries, and assignment pay No market adjustment or merit increases
FY 08/09	1% market adjustment based on affordability (market results varied: actuals = -6.1138%, midpoints = -7.9768%, and actuals to mids = -12.6094%) Classified staff average merit increase 3.2% Exempt staff – all ranges, average 4.2%, maximum 5.2% (Allowed for additional percentages to be divided among exempt employees – based on number of fully eligible * .16)
FY 07/08	2% market adjustment (market results varied: actuals = -4.1886%, midpoints = -2.7759%, and actuals to mids = -9.2227%) Classified staff average merit increase 3.2% Exempt staff – all ranges, average 5.2%, maximum 6.2% (Allowed for additional percentages to be divided among exempt employees – based on number of fully eligible * .16)
FY 06/07	9% pay plan adjustment (market results varied: traditional = -4.4584%, actuals = -9.219%, and midpoints = -9.0982, actuals to mids = -14.2632) ATP midpoints were corrected which corrected market to 6% Average to move into new pay plan 2% Classified staff average merit increase 3.2% ATPs – all ranges, average 5.2%, maximum 6.2%
FY 05/06	5% market adjustment (market results varied: traditional = 7%, actuals = -3.3%, midpoints = -12.35%, and actuals to mids = -17.5%) Classified staff average merit increase 3.2% ATPs – all ranges, average 8.2%, maximum 9.2% Broad banding steps reduced from 18 to 15 steps
FY 04/05	3% market adjustment (market analysis results were -8%) Classified staff average merit increase 3.2% ATP Range 7 thru 16, average 6.2%, maximum 7.2% ATP Range 17+, average 5.2%, maximum 6.2%
FY 03/04	No market adjustment (market analysis results were -5%) Classified staff average merit increase 3.2% ATP Range 7 thru 16, average 3.2%, maximum 4.2% ATP Range 17+, average 2.2%, maximum 3.2%
FY02/03	5% market adjustment (market analysis results were -5%) Classified staff average merit increase 3.2% ATP Range 7 thru 16, average 8.2%, maximum 9.2% ATP Range 17+, average 7.2%, maximum 8.2%
FY01/02	5% market adjustment (market analysis results were -7%) Classified staff average merit increase 3.2% ATP Range 7 thru 16, 9%, average 8% ATP Range 17+, 8%, average 7%
FY00/2001	3.5% market adjustment (market analysis results were -4.2%) Stair-step pay plan—reduce from 13 steps to: Range 1 thru 4, 9 steps Range 5 thru 11, 11 steps Range 12+, 13 steps ATP Range 7 thru 16, 8.5%, average 7.5% ATP Range 17+, 7.5%, average 6.5%

FY 99/2000	4% market adjustment (market analysis results were -4%) ATP Range 7-13, range 0-7.5%, average 6.5% ATP Range 14 and greater – range 0-6.5%, average 5.5%
FY 98/99	4% market adjustment (market analysis results were -4%) ATP Range 7-13, range 0-7.5%, average 6.5% ATP Range 14 and greater – range 0-6.5%, average 5.5%
FY 97/98	0% market adjustment (market analysis results were -.19%) All ATPs – range 0-3.5%, average 2.5%
FY 96/97	2% market adjustment (market analysis results were -3.3%) ATP Range 7-13 – range 0-5.5%, average 4.5% ATP Range 14-26 – range 0-4.5%, average 3.5%
FY 95/96	2.5% market adjustment – whole pay plan ATP Range 0-13 – range 0-6.5%, average 5% ATP Range 14 and greater – range 0-5.5%, average 4%
FY 94/95	3% market, excluding ATPs 13-step pay classified pay plan ATP Range 0–13 – range of 0-7%, average of 5.5% ATP Range 14 and greater – range 0-6%, average of 4.5%
FY 93/94	0%. ATPs average 3%
FY 92/93	2% overall, including ATPs. ATPs average 3%
FY 91/92	3% overall, including ATPs
FY 90/91	4.5% overall, Range 4 + 3%, 14 + 4%, 8, 9, & 22 + 5%
FY 89/90	0%, Ranges 3 and 4 adjusted)
FY 88/89	4% - DBM implemented
FY 87/88	0% (added 2 steps to pay plan)
FY 86/87	3.5%
FY 85/86	4%
FY 84/85	4%
FY 83/84	4.5%
FY 82/83	7%
FY 81/82	5% + .23/hour
FY 80/81	10%
FY 79/80	8%
FY 78/79	5%
FY 77/78	None, merits for superior performance only
FY 76/77	\$340, across the board, merits back
FY 75/76	10% merit freeze

Mayor	1978	\$300/month	
	1980	\$450/month	50% increase
	2004	\$1,500/month	70% increase
Council	1974	\$200/month	
	1980	\$300/month	50% increase
	2004	\$1,000/month	70% increase