

SOLUTION #2 Modified

Replace Carryover of Unallocated with Carryover of Merit

.....

- ▶ Replace Carryover of Unallocated with Carryover of Merit
- ▶ Replace 8000 Accounts with 1130 Merit line
- ▶ Internal Salary Survey Every 5 Years
- ▶ Remove All Unallocated in PT and FT lines
- ▶ From Oct. 1 through March 31: Re-classes available to existing titles/grades and budget can be shifted between positions
 - Last month of proposed Re-classes due Feb. 14. to HR.
 - Each Elected Office or Department are limited to 4 Re-classes in Feb 14 submittal. Unlimited submittals Oct through Jan.
 - HR has 3 weeks to process all Re-classes Oct through Feb submittals. Provide HR new staff to meet turnaround timeline.
- ▶ From April 1 to Sept. 30: Re-classes only to titles/grades already existing and Budget Remains on Positions (Cannot be used for other positions) New position titles can be approved during budget process for following fiscal year.
- ▶ Do not budget merit for positions that cannot receive merit funds