

TOWN OF PARADISE VALLEY

Town Manager's Recommended Budget Compensation & Benefits



Town Manager's Recommended Budget – Compensation & Benefits

- Health Insurance
- Dental Insurance
- Compensation/ Merit Increases
- Salary Ranges



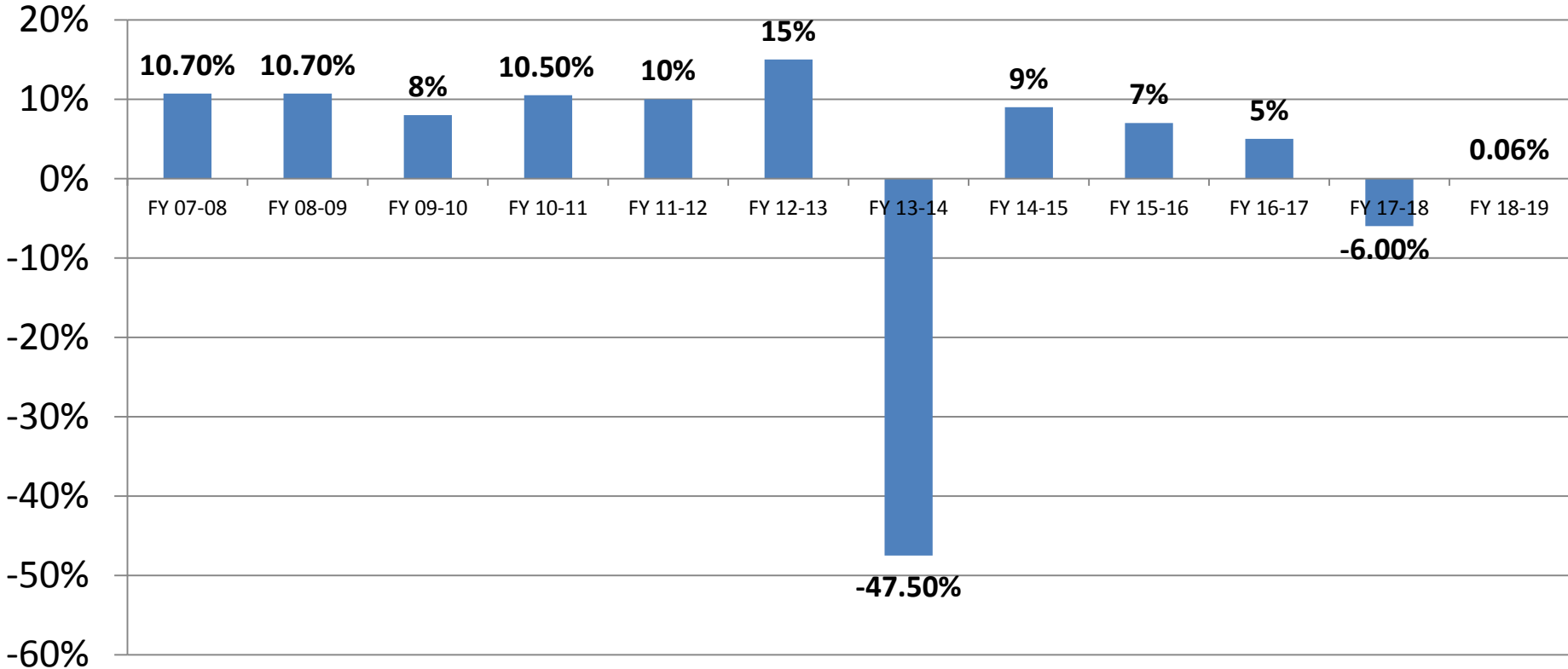
Health Insurance

- First Year with Arizona Metropolitan Trust (AzMT)
- Blue Cross Blue Shield AZ – Mayo In Network Requirement
 - Initial Increase 3% (2.94% for Mayo, .06% Preventive benefits required by healthcare reform)
 - The Board Voted to Exclude In Network Mayo for at least 1 More Year

Health Insurance

- FY 18/19 Changes
 - .06% Increase in Premiums
 - \$496 Increase to Town

Town's History of Medical Insurance Premium Renewal Rates



Dental

- FY 18/19 Changes
 - 1.2% Increase in Premiums
 - \$910 Increase for Town



Compensation/ Merit Increases

- Annual survey of 7 comparable city's actual pay increases for FY 2017-18 (last year)
- Market comparable cities: Chandler, Gilbert, Glendale, Mesa, Peoria, Scottsdale & Tempe
- Average = 4.3%

Compensation/ Merit Increases

- FY18/19 Changes
 - 4% Merit Pool (\$440,000 Budgeted)
 - Based on Performance
 - Merit Distribution
 - 15% to Receive 2.5% Increase
 - 55% to Receive 3.5% Increase
 - 30% to Receive 4.5% Increase

Salary Ranges

- FY 18/19 Change
 - Adjust Town's Salary Ranges by 4%
 - Based on Market Survey of the 7 Comparable Cities
 - Salary Range Adjustments Only
 - Increases to Salary Ranges **Do Not** Equate to Additional Pay Increases