

PERSONNEL AGENDA ITEMS for MVTA: October 27, 2010

Open Session

ITEM 1: Annual Percentage Adjustment “Cost of Living Adjustment – COLA” for all MVTA employees for 2010 and 2011 to be set at zero percent for both 2010 and 2011.

FACTS:

The cost of living range for 2010 and 2011 was previously set and approved by the MVTA Board on September 22, 2010 with a COLA range between 0-3%. After further market data research, it seems appropriate to consider the economy, the local market and the MVTA participating Cities’ adjustments and re-address the range previously set.

ACTION REQUIRED:

Maintain previous action of the 0-3% range or propose a set percentage COLA increase for 2010 and 2011.

OR

Propose a zero percent increase in both years.

ATTACHMENT A

ITEM 2: Review revised compensation plan proposal regarding merit pay for 2010.

FACTS: The merit pay range for 2010 and 2011 was previously set and approved by the MVTA Board on September 22, 2010 with a top percentage increase availability up to 5%. After further market data research, it seems appropriate to consider the economy, the local market and the MVTA participating Cities’ adjustments and re-address the range previously set.

ACTION REQUIRED:

Maintain previous action of the 0-5% range.

OR

Propose a set percentage of 2.6% for 2010 and re-address 2011 merit at a future Board meeting

ATTACHMENT A

ITEM 3: Review Paid Time Off Draft Policy considerations.

ACTION REQUIRED:

Direct HR Consultant to perform a cost analysis on the proposed plan and varied options as directed by the Board.

ATTACHMENT B

Closed Session

ITEM 1: Performance review of the Executive Director 2009-2010

HR Consultant to review Board's summary of the Executive Director's performance review; including scoring and comments.

ACTION REQUIRED:

Assign an overall rating for the Executive Director's performance.

Assign merit pay based on approved Merit Pay Range.

ATTACHMENT C