

PERSONNEL AGENDA ITEMS for MVTA: October 26, 2010

ITEM 1: Annual Percentage Adjustment “Cost of Living Adjustment – COLA” for all MVTA employees to be set at ____ percent for 2012.

FACTS:

- Market data is included in the packet which depicts the metro cities available data and the MVTA participating Cities’ adjustments.

ACTION REQUIRED:

Propose a ____ percent cost of living adjustment in 2012.

ATTACHMENT A – “Compensation”

ATTACHMENT B – “Non Union Wage Settlements”

ITEM 2: Review Compensation proposal regarding Merit Pay for 2012.

FACTS:

- The local market (metro cities) including the MVTA participating Cities’ are typically honoring current step/longevity adjustments.
- The market data from the American Public Transportation Association for comparable transit operations indicates that conservative adjustments continue to be made, with 14 of 24 transit operations reporting a salary increase in 2011 generally between 1% and 3%.

ACTION REQUIRED:

Propose the following merit percentage threshold for 2012:

Overall Rating	Merit Pay Range*
Rating of 5	0% - 4.0%
Rating between 4.5 – 5.0	0% - 3.0%
Rating between 3.6 – 4.4	0% - 2.0%
Rating between 3.0 - 3.5	0% - 1.0%

ATTACHMENT A – “Compensation”

ATTACHMENT C – “APTA 2011 Data”