

## Other Personnel Recommendations

Department	Proposal <sup>1</sup>	Background	Budget Impact <sup>2</sup>
Fire and Police	3% increase for sworn public safety personnel.	This proposal is intended to help keep public safety salaries at competitive market rates.	175,000
Fire	2.5% increase for certified paramedics.	Paramedics currently receive 5% supplemental pay. This is an additional incentive for attaining that specialized training.	41,000
All	Variable merit increases based on annual performance reviews.	In recent years, these merit increases have ranged from 0% to 3.5%.	310,000

**NOTES**

1. This budget includes funding for each of these proposals at one-half of the fiscal year, but subsequent action by Mayor & Council will be necessary to make them effective.

2. Budget impact shown is for salaries and FICA. Not shown are increases to pension contributions and 401a retirement plans, budgeted at 7.45% and 2.0%, respectively.