

UNREPRESENTED PAY PLAN AND COMPENSATION POLICY FOR FISCAL YEAR 2021

The following is the unrepresented compensation policies for Fiscal Year 2021.

1. **Base Salary Increase** - Effective the first full pay period in October of 2020 (October 4, 2020) eligible unrepresented employees, who on their most recent annual Leadership Performance Review (LPR) received a rating of “meets overall expectations” or “exceeds overall expectations”, shall receive a 3% base salary increase (within the salary range). Those current unrepresented employees, recently hired and who have yet to receive their annual performance review for their current position as of October 3, 2020, shall also receive the 3% base salary increase. To be eligible, employees must be in an unrepresented position as of the effective date and be employed by the County as of the date of Board approval of this policy.
2. **Range Extension** – Effective the first full pay period in October 2020 (October 4, 2020), all pay range minimums and maximums in the County’s Unified Pay Plan shall be increased by three percent (3%).