

# Implementation Plan

6-15-17



*Yours Truly*

# Key Steps Remaining

- Finalize Compensation Philosophy
- Obtain Employee Feedback (Core General)
- Begin Negotiations with Represented Groups
- Health Insurance Program Recommendations

# Paths to Finalization/Implementation

## Represented Groups

- Opportunity for review/comments regarding information presented
- Identify adjustments for represented groups through negotiation process
- Negotiate contract
- Bring forward new agreement and budget amendment
- Implementation to be effective upon ratification of agreement(s) and appropriate timeframe needed for data entry.

## Core General

- Opportunity for review/comments regarding information presented
- Finalize Draft Structures
- Present Final Structures, Comp Philosophy, and Budget Amendment
- Data entry in Lawson
- Target implementation date 9-9-17 subject to change based upon data entry needs
  - No retroactive pay to be applied.

## Implementation Plan

	6/15/17	6/22/17	6/29/17	7/6/17	7/13/17	7/20/17	7/27/17	8/3/17	8/10/17	8/17/17	8/24/17	9/9/17
Present Draft Comp Philosophy and Draft Pay Structures												
Process to Request Review and Reconsideration												
Present Final Comp Philosophy, Final Pay Structures, & BA												
Enter Payroll changes in Lawson												
Goal: Beginning of Pay Period (with adjustments)												
IAM Negotiation Process												
FOP Negotiation Process												
IAFF Negotiation Process (Opens 12-30-17)												