



FY 2016 Recommended Budget Budget Question

Board Question #: 38

BUDGET QUESTIONS:

How many employees are currently eligible for retirement? Are there positions for which we could expect that we would not be able to replace a current employee with a lower salary?

RESPONSE:

As of July 1, 2015, there will be 53 employees that are eligible for unreduced retirement. In addition to this group of 53, there are an additional 18 employees that will be eligible as of July 1, 2016, and another 22 employees that will be eligible as of July 1, 2017.

It is feasible to hire at the minimum of the pay scale for entry level positions, however this becomes untenable beyond the entry level due to market demand. When hiring managers with the KSAs and experience desired, we frequently must offer a salary above the minimum of the salary range to compete with other employers. Similarly, in specialty positions such as division chiefs in FREM, engineers in Utilities, analysts in Finance, experienced social workers (family services workers) and specialists in HR, it is necessary to offer a salary above the minimum salary.