

Response to Questions on the FY 2016 Budget

Request By: Supervisor Cook

Question: Please provide the General Fund costs associated with increasing the Market Rate Adjustment to various amounts, including the full 1.68% adjustment.

Response: Funding of \$9,461,439 would be required to fully fund the 1.68% Market Rate Adjustment (MRA) for all County employees. The MRA is calculated using a formula approved by the Board of Supervisors and provides a guide to the pay structure adjustment necessary to keep County pay rates competitive with the market. Funding for half of the calculated MRA, or 0.84%, was included in the FY 2016 Advertised Budget Plan.

The General Fund costs associated with increasing the MRA to various amounts, including the full 1.68% adjustment, are outlined below.

Market Rate Adjustment	Increase over 0.84% included in Advertised	General Fund Impact
1.00%	0.16%	\$1.80 million
1.10%	0.26%	\$2.93 million
1.25%	0.41%	\$4.62 million
1.30%	0.46%	\$5.18 million
1.50%	0.66%	\$7.43 million
1.68%	0.84%	\$9.46 million