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Lafayette City Staff Decline Raise

By Cathy Tyson

For the second year in a row, the Association of Lafayette Employees declined to accept an Annual Merit Increase that was offered by the City Council for fiscal year 2011 - 2012 that starts July 1. The raise would have been, on average, one percent. "Recognizing that the economy is still vulnerable, (they) chose to take no increases in salary," said City Manager Steven Falk in a Staff report. Employee labor contracts, which also include personnel rules, are negotiated every year and expire one year later.

Although the City recently, "Made \$500,000 in budget cuts, by and large the staff came through unscathed and the employees are grateful," said Tracy Robinson, Administrative Services Director. "Employees like working here - it's a great environment." She adds that the City Council has always been fair to employees.

Although the City continues to fund health insurance costs for employees and their families at the same rate as last year, there is a slight cut in health benefits. The cost of that health insurance continues to rise at approximately 11% annually. Workers who chose the "Direct Medical Insurance Payments" plan will see their deductible rise from \$5 to \$25. Those who picked a more expensive plan must pay the difference between the negotiated maximum and the cost of the plan.

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