

**2016-2017 BUDGET QUESTION**  
***Response to Request for Information***

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**DEPARTMENT:** Human Resources

**REQUEST NO.:** 62

**REQUESTED BY:** Zimmerman

**DATE REQUESTED:** 6/16/16

**DATE POSTED:** 8/2/16

**REQUEST:** Please provide how much Service Incentive Pay has been paid out to all non-sworn, eligible employees and how many of the same employees received it in each of the last 5 fiscal years (FY 2012-2016). Also, please include how much is expected to be paid out in FY 2016-17.

**RESPONSE:** The following shows the total Service Incentive Pay (SIP) paid to non-sworn, eligible employees in each of the past five fiscal years, and the amount budgeted for FY 2016-17:

Fiscal Year	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17 Estimate
SIP Paid	\$6,120,932	\$6,316,356	\$6,506,287	\$6,661,146	\$6,418,003	\$7,996,972

\*Amounts above include FICA and Medicare

Below is the breakdown of number of employees receiving SIP in each of the last five fiscal years:

Fiscal Year	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17 Estimate
Number of Unique Employees Receiving SIP	5,505	5,717	5,896	5,816	5,872	5,771

Over the last five fiscal years, the total number of individual employees receiving SIP is 7,526. This number differs from the total numbers per fiscal year due to attrition or employees becoming eligible in each fiscal year. Of the 7,526 employees, a total of 4,051 received SIP in all five fiscal years.

Service Incentive Pay is issued to regular, non-civil service employees with five or more years of continuous service.

- Up to \$500 for five and up to seven years of continuous service.
- Up to \$1,000 for seven and up to 15 years of continuous service.
- Up to \$1,500 for 15 or more years of continuous service.