



AGENDA MEMO
8/20/2019 Agenda

TO: Honorable Mayor and City Council

FROM: Lea Dunn, Assistant City Manager

SUBJECT: Work Session: Proposed Pay Plan Discussion

In May, staff provided City Council with an overview of the Classification and Compensation Study Results provided by Public Sector Personnel Consultants (PSPC). As a reminder, PSPC reviewed the City's job classification and position descriptions, and conducted a salary and benefits survey comparison of the cities that the City normally competes against. Based on the information provided by those tasks, PSPC determined that for civilian positions the City is below market for 42% of the survey sample, at market for 28% of the survey sample and above market for 30% of the survey sample. For police and fire positions the survey determined that the City was below market an average of 3% to 5%.

As a result of those findings, PSPC proposed the following recommendations:

- The City adopt a pay philosophy to be at least at the average of the market comparison cities to attract and retain the quality staff expected by those we serve.
- The City adopt a new civilian pay table intended to be administered based on performance, and allows for regular survey updating to remain market competitive.

The estimated cost in salary adjustments to implement the proposed recommendations is approximately \$820,000. These adjustments have been applied within the draft FY2020 budget.

Staff has reviewed the proposed recommendations with the Employee Benefits Committee and they are in support of the proposed recommendations. Additionally, the Finance Advisory Committee has recommended approval of the draft FY2020 budget including the proposed salary adjustments.

Matt Weatherly of Public Sector Personnel Consultants will be available during the work session to provide more information regarding the updated pay plan associated with the proposed salary adjustments.