



Legislation Details (With Text)

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Title: Approve Scope of Work for a Classification and Compensation Study

Sponsors:

Indexes: Community Development, Corporation Yard, Shared - Citywide, Shared - Enterprise Funds, Shared - General Fund, Wastewater Enterprise, Water Enterprise

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Attachments: 1. RFP Class & Comp Study DRAFT

Date	Ver.	Action By	Action	Result
8/9/2021	1	City Council	approved	Pass

Approve Scope of Work for a Classification and Compensation Study

The City's goal is to attract and retain qualified employees. Therefore, the overarching objective of this study is to hire a consultant to develop and implement a credible Classification and Compensation Plan. The purpose of the Classification and Compensation Study is to address changes in the City's operations and staffing over the past years, address anomalies within the current classification and pay systems, ensure the attraction and retention of qualified employees, ensure parity amongst positions; align salaries commensurate with assigned duties; outline career pathing and promotional opportunities; justify pay differential between individual classes; provide City staff competitive wages commensurate with other comparator government agencies; and take into consideration current employment trends - such as demographics, digitization, micro-credentials and re-skilling the workforce.

The City desires to have a final product that is sustainable and that allows for new positions to be incorporated into the structure as well as maintain classifications to remain competitive over time with the limited budgetary and staffing restrictions of a small municipality.