



DISCUSSION CALENDAR

Agenda Item # 9

AGENDA REPORT SUMMARY

Meeting Date: November 27, 2018

Subject: Resolution 2018-47: Compensation ranges and benefits package for non-represented employees

Prepared by: Chris Jordan, City Manager

Attachment(s):

- *More information will be provided under separate cover*

Initiated by:
City Manager

Previous Council Consideration:
None

Fiscal Impact:

- *More information will be provided under separate cover*

Environmental Review:
None

Policy Question(s) for Council Consideration:

- Does the Council wish to approve the new salary and benefit package for the non-represented group of employees to more closely align total compensation with the market?

Summary:

- The City has retained the services of a consultant, Koff and Associates, to complete a market study of total compensation (salary and benefits) for the non-represented group of employees.
- That study has indicated that certain adjustments should be made to the salary ranges and the benefit package for this group of employees for the City to remain competitive in the market place.
- More information will be provided prior to the Council meeting.

Staff Recommendation:

Adopt Resolution No. 2018-47 approving adjustments to the compensation ranges for Calendar Years 2019 and 2020 and to the benefit package beginning with Fiscal Year 2019/20 for the non-represented employee group