

CITY OF BELLE SLE, FLORIDA
CITY COUNCIL AGENDA ITEM COVER SHEET

Meeting Date: June 3, 2025

To: Honorable Mayor and City Council Members

From: Rick J. Rudometkin, City Manager

Subject: Classification and Compensation Study

Background:

The city has needed to conduct a Classification and Compensation Study for all its employees for a long time now. The budget committee is recommending this as well. This will identify potential challenges and opportunities as well as identify the strategic direction of the city and some of the short-and long-term priorities.

A process like this is used by organizations to analyze and evaluate job classifications and compensation structures to ensure they are fair, competitive, and aligned with the organization's goals. The study aims to align internal pay structures with external market rates and ensure that jobs with similar responsibilities and requirements are compensated equitably.

Staff Recommendation:

Approval of the Classification and Compensation Study with Evergreen Solutions, LLC.

Suggested Motion:

I move to approve the proposal and enter into an agreement with Evergreen Solutions, LLC for a Classification and Compensation Study with the City of Belle Isle for the total, not-to-exceed amount of \$21,500.00 and allow the city manager to sign and execute the agreement.

Alternatives: Do not approve

Fiscal Impact: Item is not budgeted. \$21,500.00

Attachments:

All quotes

