

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

Meeting Date: February 17, 2026

To: Honorable Mayor and City Council Members

From: Rick J. Rudometkin, City Manager

Subject: Classification and Compensation Study Presentation

Background:

The City retained Evergreen Solutions to conduct a comprehensive Classification and Compensation Study for all municipal employees. The study was requested by the Budget Committee and approved by the City Council to provide objective market data regarding internal alignment and external competitiveness.

The consultant evaluated job classifications, salary ranges, and comparable market positions to determine how the City's current compensation structure compares with those of peer municipalities. The presentation will provide Council with findings and recommended framework options for consideration.

Staff Recommendation: Council accept the Classification and Compensation Study findings and direct staff to prepare a phased compensation alignment plan that brings positions to current market levels and transitions all future step adjustments to a uniform October 1 fiscal cycle, with associated fiscal projections to be presented at the March 17 Council meeting for consideration.

Suggested Motion:

I move to accept the Classification and Compensation Study findings and direct staff to prepare a phased compensation alignment plan that adjusts positions to market and transitions all future step adjustments to a uniform October 1 fiscal cycle, with fiscal projections to be presented on March 17 for Council action.

Alternatives: Further discussion.

Fiscal Impact:

Preliminary salary impact estimates will be presented during the meeting. Actual fiscal impact will vary based on timing and final market placement decisions. Estimates reflect salary adjustments only.

Attachments:

Class/Comp Study Report