



CCG New Pay Plan Update

Implementation Timeline

Employee Appeals Update

Council Resolution

Recommended Implementation Timeline

New Pay Plan

09/13	New Pay Plan Ordinance Adopted by Council
09/14 – 10/20	Appeals Review, File Review and Update, Meetings with Depart. Heads
Week of 10/17	Preliminary Testing Pay Plan in HRM/Payroll Non-Production
Week of 10/24	Preliminary Testing Pay Plan in HRM/Payroll Non-Production
10/25	Resolution on Council Agenda – Pay Plan Implementation
11/12	Recommended Pay Plan Implementation Date (Start New Pay Period, Start New FLSA Cycle)
11/14 – 25	HRM/Payroll System Shutdown – Payroll Testing
11/ 25	New Pay Plan Adjustments in Employee paychecks (Thanksgiving Holiday)

Recommended Implementation Timeline

New Pay Plan

Option #1 (Recommended)

11/12	Pay Plan Implementation Date Start New Pay Period, Start New FLSA Cycle
11/14 – 25	HRM/Payroll System Shutdown – Payroll Testing
11/ 25	New Pay Plan Adjustments in Employee paychecks Thanksgiving Holiday

Option #2 (Alternate)

01/07/2023	Pay Plan Implementation Date Start New Pay Period, Start New FLSA Cycle)
01/11/- 01/16 2023	HRM/Payroll System Shutdown – Payroll Testing
01/27/2023	New Pay Plan Adjustments in Employee paychecks

Appeals Timeline

Date	Action Item
09/06	Employee Appeals Start
09/16	Deadline to Submit Appeals to Evergreen Solutions
10/11	Meetings with Department Heads ref: Appeal Requests and Recommendations
10/20	Evergreen Solutions Completed Appeal Review Process
10/24	Updated Recommendation Letters sent to Employees
11/TBD	Final Recommendation Letters sent to <u>All</u> Employees in the Pay Plan

Employee Appeals Analysis

Requests for Correction

Total Appeals Submitted	476
General Government	260
Public Safety	216
Appeals submitted with Insufficient Information; no request to change anything	-75
Appeals requesting corrections new recommendations (hire date, class date, job title, base pay, re-evaluation)	401
Appeal Requests Approved	25
Adjusted pay grades (Internal Equity related to CDL drivers- Division Managers, Crew Leaders ---) (Public Works, Parks and Rec, E-911, Trade Center)	60

Appeals Process Next Step

- Submit request to Human Resources
- Requests packaged with position details and employee appeal
- Requests forwarded to City Manager for review and determination
- Employee receives written response from City Manager
- Appeals may be submitted up to two years after Pay Plan implemented

Still on the Table

- Public Safety Education Incentive
- Other Clean up ordinances related to the UGA Pay Plan transition to the new Evergreen Pay Plan

Other Cost Options

Class Parity w/25% cap; w/zones	\$13.6 mil	GG and PS
Class Parity No Cap, with Zones	\$14.85 mil	GG and PS
Class Parity No cap; No Zones	\$15.9 mil	GG and PS
Hybrid No cap, No Zones	\$20.7 mil GG - \$10.1 mil; PS – 10.5 mil	GG and PS
Hybrid w/25% cap; No Zones	\$17.5 mil GG – \$7.8 mil; PS - \$9.6 mil	GG and PS
Tenure No cap; no zones	\$25 mil GG – \$12.1 mil; PS - \$13.25 mil	GG and PS