



Final Employee Appeals Update and Analysis

New Pay Plan

Final Employee Appeals Overview

- November 12, 2022 – New Pay Plan Adopted by Council
 - January 27, 2023 – Employees received new pay adjustments in paychecks
 - March 24, 2023 – Employees received retro-payment
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- November 17, 2022 – Employees received email to submit final appeal to the City Manager
 - December 9, 2022 - Soft deadline for employees to submit final appeal

Employee Appeals Analysis

Total Appeals Submitted	142	100%
General Government	110	77%
Public Safety	32	23%

Total Appeals Approved/Denied	142	100%
Appeals Approved	52	37%
Appeals Denied	90	63%

Employee Appeals Review

- Requesting change in the Class Parity methodology
- Requesting more pay due to additional responsibilities
- Requesting a different pay grade assignment
- Requesting additional pay for years of service
- Requesting adjustment based on Hire Date rather than Class Date

City Manager Final Appeal Review Process

- City Manager reviewed all 142 appeal forms submitted by employees three times.
- After third review, met with the HR Director and Staff to review/discuss each employee's appeal.
- Met with department head or elected official for each employee who filed an appeal to review/discuss the appeal with the department head/elected official, shared the employee appeal form, shared proposed recommendation, and heard from the department head/elected official as to whether they concur with proposed recommendation. None expressed disagreement with proposed recommendation.
- Scheduled 15 minutes sessions with each employee who filed an appeal to hear from them/discuss and share proposed recommendation. Each employee had the opportunity to express themselves and explain if something was missed, i.e., time in class/position, job duties/responsibilities, etc.
- Approved and denied appeals finalized.

Final Employee Appeals Cost Impact

Recommend Approval of Appeals

- \$292,037 – Total cost impact of approved appeals
- Cost included in FY24 Budget Recommendation

