



CITY COMMISSION STAFF REPORT

DEPARTMENT: Administration

SUBJECT: Motion to approve Evergreen Solutions, LLC's Classification and Compensation Study results – **Administration**

CITY MANAGER RECOMMENDATION:

The City Manager recommends approval of a Motion to accept and implement the results of Classification and Compensation Study conducted by Evergreen Solutions LLC.

BACKGROUND OF ITEM:

Per the Commission's directive, a Request for Proposal, RFP 2022-4-HR, was advertised on April 14th, 2022, seeking a Classification and Compensation Study. Three companies submitted proposals and Evergreen Solutions, LLC was awarded the bid to conduct a comprehensible and comparative study.

Evergreen Solutions, LLC was tasked with evaluating the existing classification and compensation structure to identify necessary measures to attract and retain qualified and talented employees. The Compensation Study took into account current market conditions, job positions, salaries, and benefits in order to evaluate compensation practices. Evergreen's Project Manager, Rob Williamson, will be presenting the results of the Study.

ANALYSIS:

Over the past few years, the City has experienced significant turnover, posing substantial challenges in recruitment and retention across all City departments. This has severely affected daily operations, staff development, strategic advancement, historical retention and other aspects of the City's functioning.

Evergreen conducted the Classification and Compensation Study and generated a report outlining recommended changes to address these issues and improve the situation. Implementing these changes would enable the city to realign its compensation practices to be more competitive in the job market.

STRATEGIC PLAN:

Ensuring fair employee compensation aligns with the strategic priorities of financially sustaining Someplace Special, A Strong Sense of Place, and City-wide Revitalization.

FISCAL IMPACT:

<u>General Ledger Acct. Number</u>	<u>Budgeted Amount</u>	<u>Requested Amount</u>	<u>Remaining Amount</u>
TO BE DISCUSSED			

ALTERNATIVES:

N/A

ATTACHMENTS:

- 1. Evergreen's Presentation