



AGENDA ACTION FORM

Consideration of a Resolution to Amend Wage and Salary Policy #32

To: Board of Mayor and Aldermen

From: Chris McCartt, City Manager *CM*

Action Form No.: AF-143-2023

Work Session: July 17, 2023

First Reading: N/A

Final Adoption: July 18, 2023

Staff Work By: Tyra Copas

Presentation By: Tyra Copas

Recommendation:

Approve the Resolution to Amend Wage and Salary Policy #32.

Executive Summary:

The Human Resources Department periodically reviews city personnel policies and procedures for updating. The attached resolution amends the Wage and Salary Policy (#32) with edits to align with the new pay plan structure that went into effect in July 2023.

Summary of Changes:

- Percentage change for promotions moves from 5% to 6% to align with the 6% spread between pay grades.
- Lateral move definition updated to reflect moving to a new position in the same pay grade.
- Removed the definition of Red Circle Pay. This was used in the past but is no longer used and is not relevant given the new pay structure.

Attachments:

1. Resolution
2. Wage and Salary Policy #32 – Draft

	Y	N	O
Cooper	—	—	—
Duncan	—	—	—
George	—	—	—
Montgomery	—	—	—
Olterman	—	—	—
Phillips	—	—	—
Shull	—	—	—