

# STAFF REPORT SPECIAL MEETING

**AGENDA DATE:** April 16, 2024

**DEPARTMENT:** Human Resources

**TITLE:**

Overview of Class and Compensation Study Process

**SUMMARY:**

The City of Lake Worth Beach has encountered increasing difficulty in the past several years with employee retention and recruitment. Staff members have repeatedly cited compensation as the main reason for leaving the City of Lake Worth Beach to pursue employment at other local government entities. In response to this disturbing trend, the City of Lake Worth Beach has hired Human Resources Compensation Consultants (HRCC) to perform an analysis of local compensation trends and develop a pay plan that allows the city to become a more attractive employer to local candidates.

**BACKGROUND AND JUSTIFICATION:**

HR Compensation Consultants, officially certified by the state of Florida as a Minority Business Enterprise, is a multifaceted consulting firm providing individualized human resources services. HRCC was formed in 2003 to offer Human Resource and Compensation consulting to a variety of organizations including global companies, government agencies, non-profits, and small entrepreneurial firms. HRCC's principal, Katie Busch, focuses on pay plan design for local governments (50% of total business), non-profits (5% of total business) and private sector clients (45% of total business).

HRCC provides surveys, analysis and development of base pay programs, classification systems and pay administration guidelines. Manage merit/salary planning processes. HRCC reviews pay and creates plans so you can administer pay fairly and consistently identify and correct inequities and provide managers with good pay guidance using performance management software.

Ms. Busch will give an overview of the process as well as current compensation trends.

**MOTION:**

N/A

**ATTACHMENT(S):**

Fiscal Impact Analysis – N/A