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## Staff Report

**To:** Honorable Mayor Baliles and Members of the City Council

**From:** Danny Roberts, City Manager

**Date:** November 6, 2023

**Subject:** Job Classification & Compensation Plan

**Plan Highlights:**

- Current city salaries are the lowest of all of the 9 organization survived.
- Plan A puts the city 100% in middle of market.
- 9 government organizations used for this study (table I).
- Grade levels with minimum to maximum pay for each position (table II).
- One-time equity adjustment to help with compression (table III).
- 50% of city staff were interviewed.
- Public safety is 67% of the cost
- Factor Evaluation System (FES) was used to create plan. FES is considered to be a state-of-the-art system in public human resource management. FES used 9 factors for the evaluation of jobs.

Knowledge required	Scope & effect
Supervisory controls	Personal contacts
Guidelines	Purpose of contact
Complexity	Physical demands
Work environment	

**RECOMMENDATION:**

Staff recommends the City Council approve the 2023 compensation plan option A (\$1,341,572) as recommended by Condrey & Associates, Inc. outlined in table III.

**FISCAL IMPLICATION:**

Cost of plan this fiscal year is \$647,022.00 from general fund & \$101,714.00 from the enterprise fund. Funding source is made up from several items from new positions placed in current budget, Homestead Relief Act Grant, capital project funded from other sources, & unrestricted funds if needed.