



AGENDA ITEM SUMMARY FORM

PROPOSED MEETING DATE: August 2, 2023
PREPARED BY: Tracey Vasquez, Director
DEPARTMENT: Human Resources

AGENDA ITEM DESCRIPTION:

Consideration, discussion, and possible adoption of a Resolution to adopt a uniform compensation system for all City of Manor employees; repealing conflicting policies; providing a savings clause.

BACKGROUND/SUMMARY:

The Compensation System is designed to provide transparency and uniformity in the compensation structure of the City. Studies have shown that competitive and transparent compensation practices attract a higher quality workforce and increase employee retention. The attached Compensation System is designed to make it the policy of the City to administer uniform employee compensation with salaries and benefits based on external competitiveness and internal equity while staying within the financial limits established. The System provides for all aspects of compensation including titles, salary schedules, adjustments, promotions, compression, demotions, transfers, pay grade evaluations, and market analysis.

LEGAL REVIEW: Yes, Audrey Guthrie
FISCAL IMPACT: Yes, FY 2023-2024
PRESENTATION:
ATTACHMENTS:

- Resolution No. 2023-29
- Compensation Council Policy

STAFF RECOMMENDATION:

It is the City staff's recommendation that the City Council approve Resolution No. 2023-29 adopting a uniform compensation system for all City of Manor employees; repealing conflicting policies; providing a savings clause.

PLANNING & ZONING COMMISSION: **Recommend Approval** **Disapproval** **None**
