



Madeira Beach

Classification & Compensation Study Report

2025

Overview

- Review project methodology and approach
- Discuss findings
- Present Risk Strategies' recommendation for pay plan and compression analysis
- Review financial impact on employees and City, including total cost to implement study effective 10/1/2025

Methodology & Approach

- Held discovery meeting to confirm understanding of project goals, scope, and deliverables
- Completed an overall assessment of the City's current pay plan
- Reviewed current job descriptions along with feedback from employees
- Benchmarked 61 job classifications provided by the City against data provided by 14 entities, including:
 - Treasure Island
 - St. Pete Beach
 - South Pasadena
 - Dunedin
 - Seminole
 - Belleair Bluffs
 - Oldsmar
 - New Port Richey
 - Tarpon Springs
 - Pinellas County
 - Polk City
 - Safety Harbor
 - Clearwater

Methodology & Approach

- Reviewed the benchmark data with the City at the 50th, 65th, and 75th, percentiles for each classification
- Reviewed final benchmarks with City Manager and Assistant to the City Manager
- Developed new pay ranges for each classification based on the 65th percentile of the market data
- Performed FLSA testing for each classification
- Provided consolidated pay plan with benchmark results to the City
- Conducted a compression analysis for all employees based on current classification, time in classification, and current pay

Review & Findings

- City's current pay ranges fell somewhere between the 50th and 65th percentile of the market data
 - Based on this, 65th percentile used to construct new pay plan
- Several entities did not have comparable data for all positions based on size, services provided, etc.
 - Safety Harbor conducting a pay study
 - Positions that had limited comparable data were placed in pay plan based on review and internal equity
- Accountant, Senior Mechanic, HR, Finance, Marina, and Parking Enforcement positions discussed with City Manager and Assistant to City Manager

Compression Analysis

- 18 employees below the minimum of new pay ranges
 - Total cost: \$37,667
- 1 employee above the maximum of the new pay ranges
- Compression cost: \$89,257
- Total financial impact to the City to implement: **\$157,360**
 - Cost includes pension, FICA, and WI paid by the City
 - Cost without employer benefits: \$126,924
- 31 employees impacted by the study