

Montgomery City Council
AGENDA REPORT

Meeting Date: August 11, 2025	Budgeted Amount: N/A
Department: Administration	Prepared By: Ruby Beaven

Subject

Discussion and update review of Evergreen Solutions Compensation Study.

Recommendation

Discussion on Evergreen Solutions.

Discussion

The Evergreen Solutions Compensation Study was brought forward for City Council review on July 14, 2025. City Council consensus was for the implementation option of Hybrid Parity:

Hybrid Parity

Realigns employees along their salary range on the basis of their “hybrid years.” A hybrid year would give full credit to an employee for each year they have been serving in their current classification and one-half credit for the amount of time they have spent in any other classification. This is done on a total 30-year basis.

- Credits employees for time in classification and organizational tenure
- Addresses compression on the basis of time in classification and organizational tenure
- Adjusts for market
- Can erase performance gains
- Does not account for outside experience

In addition, the draft job descriptions from that Evergreen Solutions were provided for review. It was noted that there were few adjustments that needed to be made. The adjustments have been made and are being provided for review, as requested.

Approved By

City Secretary	Ruby Beaven	Date: 08/05/2025
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