

Montgomery City Council
AGENDA REPORT

Meeting Date: July 14, 2025	Budgeted Amount: N/A
Department: Administration	Prepared By: Ruby Beaven

Subject

Discussion and review of Evergreen Solutions Compensation Study.

Recommendation

Discussion on Evergreen Solutions.

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Discussion

The Evergreen Solutions Compensation Study is ready for City Council review.

The compensation study has five implantation options. Please note the below figures are for an implementation date of October 01, 2025.

Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Minimum	\$ 30,482.52	8	\$ 3,810.32	1.2%
Class Parity	\$ 63,152.38	8	\$ 7,894.05	2.5%
Tenure Parity	\$ 85,959.28	12	\$ 7,163.27	3.4%
Hybrid Parity	\$ 73,832.70	10	\$ 7,383.27	2.9%
Range Placement	\$ 280,418.58	31	\$ 9,045.76	10.9%

(1) Bring to Minimum

Realigns employees who are below the minimum of their recommended pay range by bringing them up to the minimum, with no further adjustments made.

- Least Expensive Option
- Ensures all employees are in new pay grade
- Does not address compression
- Can cause additional compression at grade minimum

(2) Class Parity

Realigns employees along their salary range on the basis of how long they have been serving in their current classification. This is done on a total 30-year basis, meaning employees with 30 or more years of experience in their current classification would be placed at maximum, whereas employees with 15 years would be placed at the midpoint of the range.

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

(3) Tenure Parity

Realigns employees along their salary range on the basis of how long they have been serving at the organization in any job title. This is done on a total 30-year basis.

- Credits employees for organizational tenure
- Addresses compression on the basis of organizational tenure
- Adjusts for market

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- Can erase performance gains
- Does not account for time in classification
- Does not account for outside experience

(4) 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

(5) Range Placement

Realigns employees in their recommended salary ranges by maintaining their placement within the pay range that they have currently.

- Ensures all employees move into the new pay grade.
- Does not account for organizational tenure or outside experience.

In addition, for your review is the draft job descriptions that Evergreen Solutions updated. There are a few minor adjustments that need to be made still.

Approved By

City Administrator

Brent Walker

Date: 07/09/2025