

CITY COUNCIL AGENDA

Workshop Meeting: April 21, 2025

AGENDA ITEM:

Presentation by Evergreen Solutions, LLC on Compensation and Classification Study for the City of Montgomery, Texas.

SUBMITTED BY: Ruby Beaven, City Secretary/Director of Administrative Services

APPROVED FOR AGENDA: Anthony Solomon, Interim City Administrator/Police Chief

BACKGROUND:

The leadership of the City of Montgomery, TX, in keeping with its commitment to attracting and retaining the employees necessary to provide high quality services determined that its current compensation and classification systems and structures needed to be updated to better reflect best practices. Evergreen Solutions, LLC was selected by the City during October of 2024 as its partner to accomplish this goal. This engagement sought to evaluate the strengths and weaknesses of the City's current systems, conduct a job and pay grade analysis to study internal equity, collect peer salary data to study external equity, and adjust the current compensation and classification systems to better reflect the market. This study and the analysis will provide City leadership with valuable information related to their employee demographics, opinions, and market data, as well as internal and external equity.

Michael Misrahi, Project Manager, Evergreen Solutions, LLC will be providing a presentation to City Council on the findings of the Compensation and Classification Study for the City of Montgomery.

FISCAL ANALYSIS:

RECOMMENDATION:

Presentation Only.