



Classification and Compensation Plan

Steven B. McClure
Director of Human Resources

Recommended Action

- For Mayor and Council to approve the proposed classification and compensation plan governing all city employees.

Section 3.14. Position classification and pay plans; employment at will.

The city manager shall be responsible for the preparation of a position classification and a pay plan which shall be submitted to the city council for approval. Said plan may apply to all employees of the City of Stonecrest and any of its agencies and offices. When a pay plan has been adopted by the city council, neither the city council nor the city manager shall increase or decrease the salaries of individual employees except in conformity with such pay plan or pursuant to an amendment of such pay plan duly adopted by the city council. Except as otherwise provided in this Charter, all employees of the city shall be subject to removal or discharge, with or without cause, at any time.

Methodology

- List of Positions
- Match positions to survey data
- Develop appropriate range spread
- Develop salary ranges using range spread and midpoint differential
- Perform linear regression on raw surveyed ranges
- Slot unsurveyed positions based on internal equity
- Perform cost analysis

Survey Sources

- Georgia Department of Community Affairs 2021 Municipal Wage and Salary Survey
- National Recreation and Parks Association 2021 Salary Survey
- Salary.com
- ZipRecruiter

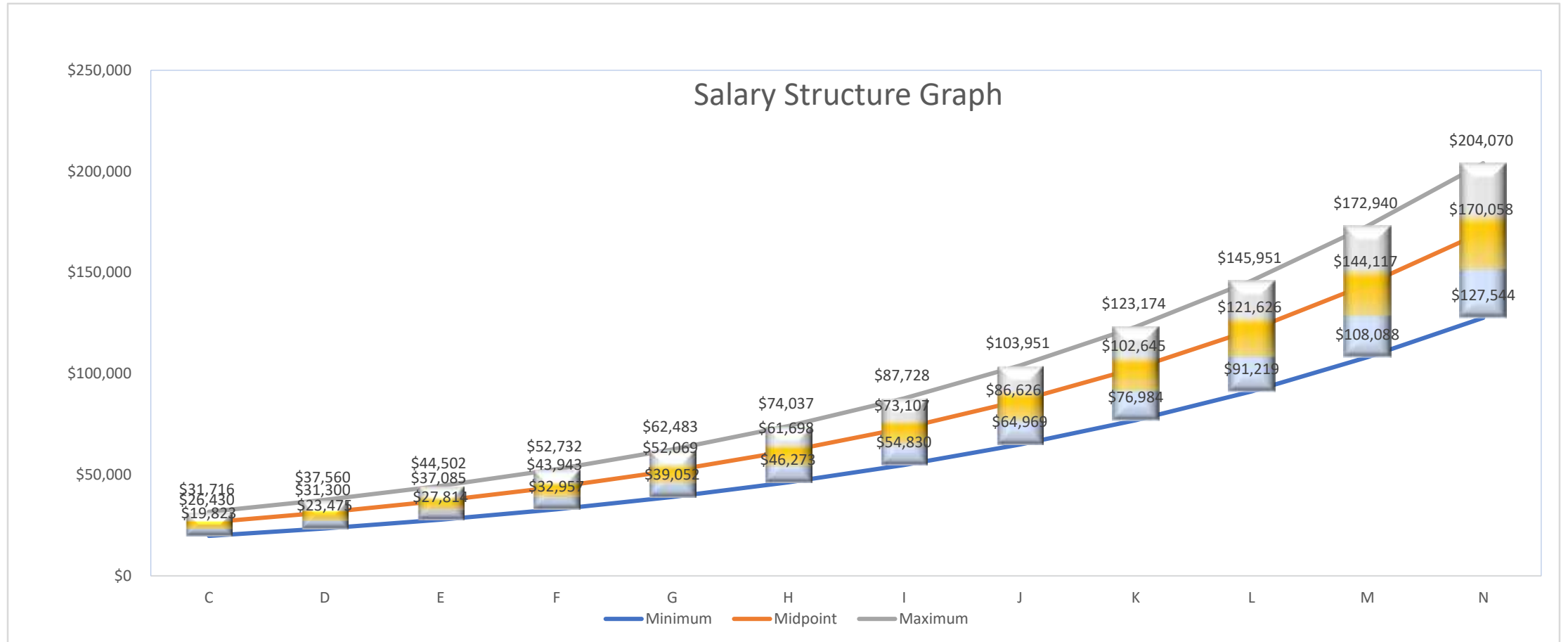
Georgia DCA

Jurisdiction	Population
Alpharetta	67,897
Johns Creek City	85,192
Marietta	60,786
Roswell	95,434
Valdosta	56,668
Warner Robins	78,601

Salary Structure

Grade	Minimum	Midpoint	Maximum	Midpoint Differential	Range Overlap	Range Spread
C	\$19,823	\$26,430	\$31,716		46%	60%
D	\$23,475	\$31,300	\$37,560	18%	46%	60%
E	\$27,814	\$37,085	\$44,502	18%	46%	60%
F	\$32,957	\$43,943	\$52,732	18%	46%	60%
G	\$39,052	\$52,069	\$62,483	18%	46%	60%
H	\$46,273	\$61,698	\$74,037	18%	46%	60%
I	\$54,830	\$73,107	\$87,728	18%	46%	60%
J	\$64,969	\$86,626	\$103,951	18%	46%	60%
K	\$76,984	\$102,645	\$123,174	18%	46%	60%
L	\$91,219	\$121,626	\$145,951	18%	46%	60%
M	\$108,088	\$144,117	\$172,940	18%	47%	60%
N	\$127,544	\$170,058	\$204,070	18%		60%

Salary Structure Graph



Position By Grade

Position Title	Grade	Min	Mid	Max
Receptionist	D	\$23,475	\$31,300	\$37,560
Court Clerk	E	\$27,814	\$37,085	\$44,502
Administrative Assistant	E	\$27,814	\$37,085	\$44,502
Purchasing Specialist	F	\$32,957	\$43,943	\$52,732
Revenue Specialist	F	\$32,957	\$43,943	\$52,732
Permitting Specialist	F	\$32,957	\$43,943	\$52,732
Economic Development Associate	G	\$39,052	\$52,069	\$62,483
Lead Coordinator	G	\$39,052	\$52,069	\$62,483
Community Engagement Coordinator	H	\$46,273	\$61,698	\$74,037
Lead Revenue Specialist	H	\$46,273	\$61,698	\$74,037
Building Inspector	H	\$46,273	\$61,698	\$74,037
Code Enforcement Officer	H	\$46,273	\$61,698	\$74,037
Communications Coordinator	I	\$54,830	\$73,107	\$87,728
Communications Technician	I	\$54,830	\$73,107	\$87,728
Deputy City Clerk	I	\$54,830	\$73,107	\$87,728
Land Development Coordinator	I	\$54,830	\$73,107	\$87,728
Operations Manager	I	\$54,830	\$73,107	\$87,728

Position By Grade, p2

Position Title	Grade	Min	Mid	Max
Executive Assistant	J	\$64,969	\$86,626	\$103,951
Program Manager	j	\$64,969	\$86,626	\$103,951
Human Resources Analyst	J	\$64,969	\$86,626	\$103,951
Planner	J	\$64,969	\$86,626	\$103,951
City Clerk	K	\$76,984	\$102,645	\$123,174
Land Development Manager	K	\$76,984	\$102,645	\$123,174
Procurement Manager	K	\$76,984	\$102,645	\$123,174
Revenue Manager	K	\$76,984	\$102,645	\$123,174
Senior Planner	K	\$76,984	\$102,645	\$123,174
Sr. Accountant	K	\$76,984	\$102,645	\$123,174
Chief Building Official	L	\$91,219	\$121,626	\$145,951
Director of Code Enforcement	L	\$91,219	\$121,626	\$145,951
Director of Leisure Services	L	\$91,219	\$121,626	\$145,951
Director of Communications and Technology	M	\$108,088	\$144,117	\$172,940
Director of Economic Development	M	\$108,088	\$144,117	\$172,940
Director of Human Resources	M	\$108,088	\$144,117	\$172,940
Director of Planning and Zoning	M	\$108,088	\$144,117	\$172,940
Director of Finance	N	\$127,544	\$170,058	\$204,070
Deputy City Manager	N	\$127,544	\$170,058	\$204,070

Implementation Analysis

- Compa-Ratio – a comparison of employee pay to the salary range midpoint expressed as a decimal.
 - $\text{Compa-ratio} = \text{EE Salary} / \text{Range Midpoint}$
 - *Overall average compa-ratio of proposed structure = .90*
- Range Penetration – refers to how far an employee's salary has penetrated the salary range from 1-100%.
 - $\text{Range Penetration} = (\text{EE Salary} - \text{Range Minimum}) / (\text{Range Maximum} - \text{Range Minimum})$
 - *Overall average range penetration of proposed structure = 33%*
- *Cost to bring salaries to range minimum = \$16,443*