CITY COUNCIL AGENDA ITEM

SUBJECT: Classification and Compensation Study

AGENDA SECTION: (*check all that apply*)

☒ **PRESENTATION**   ☐ **PUBLIC HEARING**   ☐ **CONSENT AGENDA**   ☐ **OLD BUSINESS**
☐ **NEW BUSINESS**   ☐ **OTHER, PLEASE STATE:** Click or tap here to enter text.

CATEGORY: (*check all that apply*)

☐ **ORDINANCE** ☐ **RESOLUTION** ☐ **CONTRACT** ☐ **POLICY** ☐ **STATUS REPORT**
☐ **OTHER, PLEASE STATE:** Click or tap here to enter text.

ACTION REQUESTED: ☒ **DECISION** ☐ **DISCUSSION,** ☐ **REVIEW, or** ☐ **UPDATE ONLY**

Previously Heard Date(s): 06/12/23 & Click or tap to enter a date.

Current Work Session: Click or tap to enter a date.

Current Council Meeting: Wednesday, June 28, 2023

SUBMITTED BY: City Manager Gia Scruggs

PRESENTER: MGT Consulting & City Manager Gia Scruggs

PURPOSE: To present classification and compensation study that reviews the internal equity and external competitiveness. The analysis assesses how well the City's current pay practices align with the larger compensation strategy and to simplify classification structures, identify career progression paths, review of qualification to assist in the recruitment of talent, and to address recruitment and retention needs.

FACTS: The City Charter requires the city manager to be responsible for 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. The Acting City Manager previously requested funding to conduct a classification and compensation study and MGT of America Consulting, LLC was chosen to perform the study. After reviewing jobs descriptions, analyzing data, discussions with selected staff, the MGT Consulting team will be presenting their research on market trends regarding compensation. The classification and compensation plan will help guide recruitment and retention strategies for the City of Stonecrest.

OPTIONS: Approve, Deny, Defer Click or tap here to enter text.

CITY COUNCIL AGENDA ITEM

RECOMMENDED ACTION: Approve Click or tap here to enter text.

ATTACHMENTS:

(1) Attachment 1 - Click or tap here to enter text.
(2) Attachment 2 - Click or tap here to enter text.
(3) Attachment 3 - Click or tap here to enter text.
(4) Attachment 4 - Click or tap here to enter text.
(5) Attachment 5 - Click or tap here to enter text.