
Meeting Date: November 4, 2024

Subject: Receive Compensation and Class Study Results

Attachments: 2024 Compensation Study Report
PowerPoint Presentation

Presented by: Mary Beltran, Human Resources Generalist

Approved for Agenda by: Dan Ford, City Manager

Discussion:

The City of Toppenish signed an agreement with Cabot and Dow Associates, Inc. on June 17, 2024, to conduct a Compensation and Class Study. The cost for this agreement was \$16,000 in 4 installments of \$4,000 a month beginning in June 2024.

The objective of the 2024 Compensation Study was to perform a total compensation analysis of all City positions. The City had not conducted a study for several years and was interested in its standing in terms of total compensation (i.e. salaries and selected benefits such as health benefits and paid leave) amongst a selected sample of cities in Washington State. Cabot and Dow then provided the City with recommendations for how it can adjust and improve its current compensation structure based on the outcomes found. Alexandra Sheeks, the consultant assigned to conduct the study, is presenting today to share those findings and to provide the Council with any recommendations.

Fiscal Impact: None.

Recommendation: None.

Alternatives: None.