



MEMO

DATE: March 3, 2022
TO: City Manager Greg Buckley & City Council
FROM: Jamie Jackson, City Clerk/Human Resources Director
SUBJECT: Payscale Consolidation

PAYSCALE CONSOLIDATION:

Previous versions of the annual salary survey included a combined list of part-time and full-time positions with scales broken out for specific union groups and job categories that no longer exist following Act 10 (2011). Many of the scales still reflected past union agreements and did not offer consistent percentage increases between steps across City departments. Employees covered by current collective bargaining agreements are not factored into these scales.

The new scale is broken out separately into a full-time scale and a part-time scale with a large reduction in the total number of scales accomplished by grouping positions of similar complexity in the same scale. To decrease the total number of scales, minor pay adjustments needed to be made to many employees' wages in order to place them on a step within the new scales. The cost of making these adjustments is detailed in the attached documents. Scales are updated annually to reflect the cost-of-living adjustment authorized by the City Council for that year, if any.

RECOMMENDATION BY PERSONNEL & FINANCE COMMITTEE:

The new proposed payscales were presented to the Personnel & Finance Committee on March 2nd along with the 2022 budget impact of making small pay adjustments to identified employees to bring their pay up to a step on the new payscale. Due to the minimal budget impact, each department will be able to absorb the increases in pay and there is not a need for a budget amendment. There was a unanimous recommendation by the Committee to the full Council for adoption of the new payscales and implementation of the pay adjustments as presented effective with the next pay period.

