



Finance Committee Agenda Item

Meeting Date: October 24, 2023

Agenda Item: Compensation Study (internal) Update

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BACKGROUND

(Enter the who, what when, where, why)

This update was requested by council person Jill Gerber. We have started an internal equity study for our frontline workers. The first group analyzed were those employees who have worked for the city longer than 20 years and who are not at the top of their pay ranges. This analysis identified five employees, three in which the request has been processed and two that are in process.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

N/A

FINANCIAL IMPACT

(If none, state N/A)

The overall impact for 2024 will be 16,345 over various departments. DPW increased by 5,313, police increased by 7,982 and facilities will increase by 3,050.

STAFF RECOMMENDATION

We are requesting input from the committee on which group of employees we analyze next and any identifying metrics that should be used.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. List of employees identified and actions taken.