



Legislation Details (With Text)

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Title: Discuss the City's strategic compensation initiatives.

Sponsors:

Indexes:

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Attachments: 1. Staff Presentation

Date	Ver.	Action By	Action	Result
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Discuss the City's strategic compensation initiatives.

BACKGROUND:

The Human Resources team recommends new initiatives, strategies, and updates to existing practices to ensure consistency and effectiveness in the City's compensation design processes.

DISCUSSION:

The discussion will cover key areas such as the methodology used in the FY2024 market study, the redesign of the City's non-sworn pay plans to include the creation of job families, a new compensation philosophy, and the presentation of compensation adjustments for FY2025 for Police, Fire, and general employees. These points will provide a comprehensive overview of our strategic compensation initiatives.

The City Council will have an opportunity to discuss. Staff will be present to answer any questions.

FISCAL IMPACT:

Estimated cost of \$1,371,107 to be budgeted in FY 2025-26.

ATTACHMENT(S):

1. Staff Presentation