

RESOLUTION R21-04-09

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF EL MIRAGE, ARIZONA, PROVIDING FOR THE CLASSIFICATION AND COMPENSATION STRUCTURE FOR NON-MOU EL MIRAGE EMPLOYEES.

BE IT RESOLVED by the Mayor and Council of the City of El Mirage as follows:

The Classification and Compensation structure is based on the classification and compensation study recommendations.

The classification structure creates job classification hierarchies that detail distinctions between jobs and clearly defines career paths and requirements for advancement within respective job families. The proposed salary structure is based on the classification plan, the compensation survey results, internal position equity, and best practices.

The salaries are based on the compensation study which is the market's 60th percentile.

The process for implementing pay increases will include a 2% market adjustment, for eligible employees who have been in their position for a minimum of twelve months and any employee below the pay grade minimum will receive an increase to the new pay grade minimum. Increases are effective the first pay date in July 2021. Eligible employees include: non-MOU employees, the City Manager, and City Clerk.

Adopting the plan has no fiscal impact because employee increases will be addressed separately through the budgetary process.

PASSED AND ADOPTED by the Mayor and Council of the City of El Mirage, Arizona, this 6th day of April 2021.

Alexis Hermosillo, Mayor

ATTEST:

APPROVED AS TO FORM:

Sharon Antes, City Clerk

Justin Pierce, City Attorney