

# FY 21-22 Budget Compensation Data

June 15, 2021





# Background



- As stated in February Budget Retreat, the Compensation Study process was commenced over two years ago
- Needed to ensure that compensation throughout the organization is competitive
- Issues with recruitment, retention, and morale (2019 Survey) have validated the need for the study
- The organization needs to reduce the multiple pay structures now in place and ensure more equity throughout the divisions (two structures rather than four)



# Transition Solutions

- New Plan has been budgeted and is largely ready for implementation
- Proceed with July 11 implementation (first full pay period of new fiscal year) of new market pay ranges and compression adjustments
  - Range minimum for almost every position is increasing, making it more competitive for recruitment
  - Employees are looking forward to overdue compensation adjustments (these are adjustments to pay based upon market analyses; not merit or COLA)
  - Police and Fire public safety plans are finalized
- Continue to work with Divisions and City Managers to finalize range placements, job descriptions, and classifications.
  - A small number of positions are still in flux; most are resolved
  - Correction adjustments will be made if necessary



# Transition Solutions (Continued)

- Two primary concerns have been expressed throughout this process:
  1. New Plan does not adequately support Multi-Skilled Workers (MSWs) in Water Services
  2. Loss of higher earning potential if new range maximums are lower for Broadband employees
  
- Solutions:
  1. MSWs:
    - Delay MSWs for three months and develop new “step plan” to substitute for Skill Block Plan, continue Skill Block Plan in the interim; new “step plan” will mirror the plan being used by Fire and Police, allowing for step variability and faster progression through the range



# Transition Solutions (continued)

2. “Grandfather” the range maximums for current broadband employees
  - a. Allows adoption of new ranges for new hires and position changes
  - b. Does not limit earning potential for existing broadband employees
  - c. New hires would not be hired into grandfathered ranges
  - d. Grandfather ranges will be retired over time, resulting in only two pay structures across the organization
  - e. Rezones will be discontinued immediately. Employees will move through their respective pay range through the merit increase system as approved by Council
- These solutions were discussed with Extended Leadership and evaluated by Employee Advisory Committee, which endorsed the solutions unanimously



# Who Is Benefitting?

- Current total estimated cost of implementation is \$1.4M

Plan	Expense	# Employees	Average Increase
Regular	\$850,000	369	3.6%
Police	\$235,000	101	3.5%
Fire	\$305,000	89	5.9%



# Who Is Benefitting

- Regular Pay Plan

Ranges	Type of Position	Average Adjustment	Notes
00R – 30R	Entry level, administrative- Lead	4.6%	Most 00R wages adjusted for min. wage 1/1/21
30R – 50R	Professional exempt, specialists, supervisors, manager	4.1%	
55R – 75R	Manager, Program & Section Director	3.3%	
80R – E2R	Senior ranking professionals, Division Directors, Dep CM	2.4%	