



2023 Classification and Compensation Plan

Background

City conducts a full classification and compensation study every two years

- Review all classifications
- Interview employees
- Survey salary and benefits

Ensures accurate job descriptions and salary market alignment



Background

- Ralph Anderson & Associates – City Consultant
- Began process in December 2022
- Full report received in May 2023

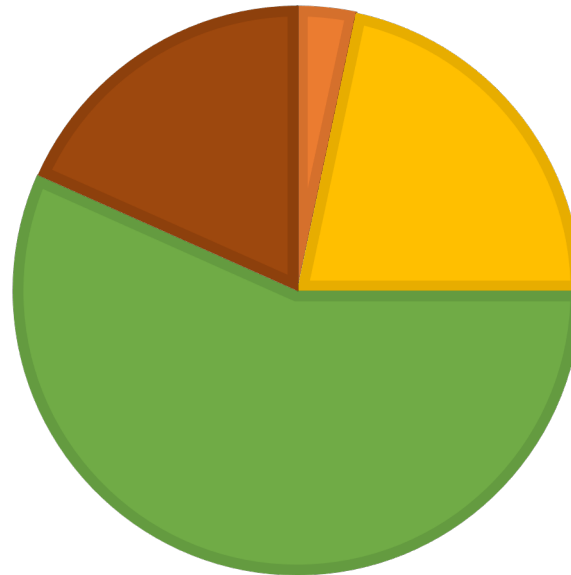


Study Recommendation

Updated Classification Plan for Fiscal Year 2023-24 includes eighty-one (81) salary grade (range) adjustments - \$39,373

SUMMARY OF RANGE CHANGES

5% Change 7.5% Change 10% Change 16%+ Change



Study Recommendations

Updated Classification Plan for Fiscal Year 2023-24 includes:

- Three (3) new classifications
- Four (4) reclassifications
- Five (5) promotions



New Positions

Three (3) new positions - \$335,033

- Community Outreach Specialist grant funded for five years
- Management Assistant funded by franchise fees
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- Landscape Administrator funded general fund



Recommended Action

- That the City Council adopt the Resolution authorizing 2023 Classification and Compensation Plan

