



## Legislation Details (With Text)

**File #:** 19-0409      **Version:** 2      **Name:** Compensation Plan  
**Type:** Ordinance      **Status:** Adopted  
**File created:** 12/17/2019      **In control:** City Council  
**On agenda:** 1/14/2020      **Final action:** 1/14/2020  
**Title:** Ordinance amending FY 19-20 Budget Wage Compensation  
**Sponsors:** Human Resources, Finance Department  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. 19-20 Compensation Plan

Date	Ver.	Action By	Action	Result
1/14/2020	2	City Council	adopted on third reading	Pass
1/7/2020	2	Call for Special Meeting	approved on second reading	
12/23/2019	1	Call for Special Meeting	approved on first reading	Pass

### Ordinance amending FY 19-20 Budget Wage Compensation

**SUMMARY:** A Classification & Compensation Study, which was completed by McGrath Human Resources Group, gathered data to create a Compensation Schedule for the City of Crossville. The project involved several steps: collection of data, interviews, and data analysis. McGrath Human Resources Group recommended a compensation schedule, as well as a philosophy demonstrating the City's commitment to compensate employees based on the average market, as follows:

*While maintaining fiscal responsibility, the City of Crossville is committed to compensating in a manner that is equitable across all employee groups and is reflective of the external market. Specifically, the City's goal is to achieve the following objectives:*

- A) Attract and retain highly qualified, productive, and committed employees;*
- B) Ensure employees reach the 50<sup>th</sup> percentile of the external market over a measured period of time when employees are fully proficient and meeting expectations;*
- C) Ensure the compensation schedule maintains external competitiveness;*
- D) Recognize the internal worth of jobs and ensure internal equity;*
- E) Ensure consistent administration and application of pay policies; and*
- F) Ensure that pay plan administration decisions are not based upon nor influenced by an employee's sex, race, color, age, religion, or any other legally protected personal characteristic.*

A budget amendment is necessary for implementation of the classification and compensation study.

**BUDGET ACCOUNT:**

**NECESSARY COUNCIL ACTION:** Approve budget amendment