



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 50th 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