



Legislation Details (With Text)

File #: 18-0382 **Version:** 1 **Name:** Wage Study
Type: Resolution **Status:** Passed
File created: 9/26/2018 **In control:** City Council
On agenda: 10/9/2018 **Final action:** 10/9/2018
Title: Discussion and action on wage study
Sponsors: City Manager, Human Resources

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
10/9/2018	1	City Council	approved	Pass
10/2/2018	1	Work Session	recommended for approval	

Discussion and action on wage study

SUMMARY: In the last few months, the topic of competitive wages has been discussed. A salary comparison study was completed by the previous City Manager, but a true wage study has not been done in the last 20 years. A wage study will cost somewhere from \$15,000-\$20,000. This study will not only look at wages, it will put the wages in the context of a job description. For example, a Lieutenant in the Crossville Police Department may not have the same duties as a Lieutenant in Athens, Tennessee; therefore, the pay scale is not relevant comparing a Captain to a Captain. The study would also examine job descriptions and the work actually performed, which resolves issues if the person is working outside his or her job description and needs to be reclassified. The study will also have implementation costs, a wage scale for current positions, and suggested changes to job descriptions if needed. It can also include suggestions for reclassifications, both up and down. This is not a task that can simple be given to the Human Resources department. It requires a team that will review job descriptions, interview employees, and perform a system wide analysis. It will also resolve the issue of how to handle increasing wages for starting pay while being fair to existing employees.

BUDGET ACCOUNT:N/A

NECESSARY COUNCIL ACTION: Authorize staff to advertise for RFPs for a complete wage study