



TO: Mayor and Council

FROM: Robyn S. Wilkerson, Director, Human Resources and Labor Relations

CC: Tom Crawford, CFO
Karen Lancaster, Finance Director
Howard S. Lazarus, City Administrator

SUBJECT: Human Resources

DATE: February 16, 2017

Question #3: Regarding the non-union compensation study, please elaborate on the scope of the study and benchmarking that will be used. (Councilmember Lumm)

Response: The scope of this project is a review of all 130 non-union classifications, with an end goal of ensuring internal equity between roles and external equity to the labor market. This will include, but is not limited to:

- a custom market survey of wages
- a job evaluation system assessment of each role
- updates to the pay grade structure, which may include reducing the width of the current salary grades

The benchmarks will be decided in conjunction with the consultant as part of the project plan.