

FACTSHEET

Instructions: If a question does not apply, **DO NOT DELETE IT**, just put "NA". Please try to keep it to **ONE** page only. Submit **one original**, with your Request Form, to City Clerk.

TITLE:

Ordinance to create a pay plan for employees in a pay range prefixed by 'W'

BOARD/COMMITTEE:

City Personnel Board

APPLICANT:

Doug McDaniel

RECOMMENDATION:

For

STAFF RECOMMENDATION:

OTHER DEPARTMENTS AFFECTED:

Various

SPONSOR:

Human Resources

OPPONENTS:

REASON FOR LEGISLATION:

Ordinance to create a pay plan for employees in a pay range prefixed by 'W'

DISCUSSION / FINDINGS OF FACT:

The request will add a new pay plan known as 'W' pay plan which will cover unrepresented upper management staff. Currently, the employees are under the 'M' pay plan which covers both represented and unrepresented upper management. The result of having both groups in the same pay plan is that unrepresented staff by default receives the same pay increases or adjustments as represented staff.

Estimated cost: \$118,000

POLICY OR PROGRAM CHANGE: Yes No

OPERATIONAL IMPACT ASSESSMENT:

COST OF TOTAL PROJECT:

RELATED ANNUAL OPERATING COSTS:

SOURCE OF FUNDS:

CITY:

NON-CITY:

FACTSHEET PREPARED BY: Doug McDaniel

DATE: 7-21-16

REVIEWED BY:

DATE: