RESOLUTION 2018-2

Agenda Item

TO: Mayor and City Council

FROM: Zachary Johnson, Director of Utilities

DATE: January 16, 2018

RE: Pay Scale Matrix Adjustment

Purpose

In 1998 the City adopted a grade and step employee pay plan. This pay scale matrix has been amended over the years and is usually adjusted annually for increases to the cost of living. Amendments are usually limited to individual position reclassifications. Our decline in qualified applicants for open positions, and changing employee responsibilities has forced the City to evaluate our market competitiveness regarding employee wages.

Discussion

City Staff began evaluating our pay matrix and comparing to other municipalities and local entities. We compared to cities of relative population and also to cities of relative budgets. It was quickly determined our pay matrix provided a market average starting wage for most positions but fell short on the top-end for almost all positions. It was also noted several other municipal pay scales included 15 steps. By adding a 14 and 15 step to our existing 13 step matrix we increase the top-end and get closer to the market average. This is also a cost effective way to provide additional incentives for employee retention. This will increase the overall 2018-19 payroll by 0.31%.

Recommendation

Staff recommends the Council approve the following Resolution adding Step 14 and Step 15 to the existing Pay Scale Matrix.

Update: During the Public Safety Committee meeting on January 10, 2018, the Committee recommended that this Resolution be placed on the agenda ahead of Resolution 2018-1.

Resolution 2018-2

A RESOLUTION FOR THE CITY OF CAMERON, CLINTON, DeKALB, AND CALDWELL COUNTIES, MISSOURI TO AMEND THE GRADE AND STEP MATRIX OF THE PAY CLASSIFICATION SYSTEM

WHEREAS, the City of Cameron adopted a grade and step employee pay plan in 1998; and

WHEREAS, to provide competitive wages the pay matrix must be adjusted to keep up with market changes.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council for the City of Cameron, Clinton, DeKalb, and Caldwell Counties, Missouri as follows:

Section 1. The Council does hereby accept the amended Grade and Step Matrix for the City of Cameron's Pay Classification System adding Step 14 and Step 15.

Section 2. This Resolution shall become effective upon the date of its adoption.

Section 3. The Mayor is authorized to sign this Resolution on behalf of the City of Cameron.

Section 4. The City Clerk is hereby directed to attest to the Mayor's signature.

PASSED AND APPROVED this 16th day of January 2018.

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Mayor Darlene Breckenridge

ATTEST:

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City Clerk/Finance Clerk