RESOLUTION 2020-36

AGENDA ITEM

TO: Mayor and City Council

FROM: Steve Rasmussen, City Manager
Shellie J. Blades, City Clerk

DATE: October 5, 2020

RE: New/updated Salary Matrix

BACKGROUND:
The Austin Peters Group retained earlier this year to conduct a salary and benefits study as well as review all the City's job descriptions for ADA and FLSA compliance. A salary and benefit study was one of the goals identified at the 2019 goal setting session and was also an integral component in the project to bring the Police Department's salaries to a competitive level to aid both recruitment and retaining qualified employees.

The new, separate pay matrix for the Police Department was adopted at the last Council Meeting. This resolution seeks adoption of an updated pay matrix for the remaining general City employees. The grades and ranges in the proposed matrix are based on the recommendations from the Austin Peters Group based on their market analysis. That matrix was then adjusted for COLA and that final version is what is being presented this evening.

RECOMMENDATION:
Staff recommends approval.

Resolution 2020-36

A RESOLUTION OF THE CITY OF CAMERON, MISSOURI ADOPTING AN UPDATED PAY GRADE AND STEP MATRIX AS RECOMMENDED BY THE AUSTIN PETERS GROUP FOR THE CITY OF CAMERON GENERAL EMPLOYEES

WHEREAS, the City of Cameron adopted a new grade and step pay plan in 2003; and

WHEREAS, the market for jobs reflected in the 2003 pay plan (and various modifications since) has changed; and

WHEREAS, the City Council engaged the Austin Peters Group and they completed a classification and compensation study along with an update of job descriptions for the City of Cameron.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Cameron, Missouri as follows:

Section 1. The City Council hereby adopts the new salary grade/step matrix and job descriptions in grade order attached hereto as **Exhibit A** and **Exhibit B** and incorporated as fully set forth herein.

Section 2. The Mayor is authorized to sign this Resolution approving it on behalf of the City of Cameron, Missouri.

Section 3. The City Clerk is directed to attest to the Mayor's signature.

Section 4. Upon its passage and approval, this Resolution shall be in full force and effect beginning October 1, 2020.

READ TWO TIMES, passed and approved this 5th day of October 2020.

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Mayor Dennis M. Clark

ATTEST:

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City Clerk