



City of Maricopa

Legislation Details (With Text)

File #: MISC 17-51 **Version:** 1 **Name:** 2018 Salary Plans
Type: Miscellaneous Item **Status:** Passed
File created: 11/6/2017 **In control:** City Council Regular Meeting
On agenda: 12/19/2017 **Final action:** 12/19/2017
Title: The Mayor and City Council shall discuss and possibly take action on approving the Proposed 2018 Salary Plans for Full time and Part time non-represented employees. Discussion and Action.
Sponsors: Kathleen Haggerty
Indexes: Fiscal Policies and Management
Code sections:
Attachments: 1. 2018 FT Salary Plan

Date	Ver.	Action By	Action	Result
12/19/2017	1	City Council Regular Meeting	Approved	Pass

The Mayor and City Council shall discuss and possibly take action on approving the Proposed 2018 Salary Plans for Full time and Part time non-represented employees. Discussion and Action.

Mayor and Council will review and may or may not approve the adoption of two new Salary Plans to be effective in January 2018. In May 2017, the City undertook a comprehensive classification analysis and salary survey to assess the current salary plan, confirm appropriate classifications, and compare our salaries to peer cities. Segal Waters Consulting completed a report and presented their findings to the Council on November 21, 2017. Employees were also presented with the draft salary plan, and given an opportunity to comment. All comments were reviewed in depth by HR staff.

The proposed Part-time Salary Plan incorporates the state-mandated minimum wage changes that are effective January 2018, and reduces the number of steps. With this Salary Plan, the City will adopt a new protocol for employee advancement through the steps which incorporates the number of hours a part-time employee has worked.

The proposed Full-time Salary Plan provides a more consistent internal structure, and expands the width of the pay grades to be consistent with the local market. The two new Salary Plans position the City of Maricopa to compete for talent and retain our employees.

The City Manager recommends adoption of the Proposed 2018 Full-time, and Part-time Salary Plans for non-represented employees.