DATE: July 12, 2013

TO: Ronald L. Olson, City Manager

FROM: Yasmine B. Chapman, Director of Human Resources
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UPDATE TO CITY COUNCIL
Presentation on proposed changes to the Compensation & Classification Plan

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STAFF PRESENTER(S):

Name	Title/Position	Department
1. Yasmine Chapman	Director of Human Resources	Human Resources

OUTSIDE PRESENTER(S):

Name	Title/Position	Organization
N/A		

BACKGROUND :

Excluding uniformed Fire and Police, the City of Corpus Christi currently has over 500 job classifications covering over 2120 employees, in twelve pay plans. To assist with recruitment and retention, the City has also created seventeen "add pays" seven "certification pays" and three "exceptions" to pay. Skilled-based pay allowed employees to obtain incremental increases while other employees have had pay frozen for several years. Pay plans have not been reviewed or adjusted in years, and in order to hire highly qualified candidates, new employees have been offered starting compensation exceeding the rate of tenured employees. The multiplicity of pay plans, complexity of rules, and the need to hire new employees at competitive market rates has resulted in pay concerns.

Last fall, we began the process of reviewing our pay plans to be externally competitive and internally equitable. We benchmarked positions and compared these to similar positions in the labor market using a variety of survey tools. The resulting product is the recommendation for three market-based pay plans; 1) Pay plan 100, which includes all FLSA non-exempt, overtime eligible positions; 2) Pay plan 200, which includes all FLSA exempt, overtime ineligible positions; and 3) Pay plan 300, Executives – FLSA overtime ineligible. Application of the new pay plans will allow for equitable pay for comparable work across the City regardless of the department in which the employee works.

<u>LIST OF SUPPORTING DOCUMENTS</u>:

PowerPoint Presentation