

IMPACT STATEMENT

Legislation title: *Adopt a new non-represented employee classification structure and compensation plan. (Ordinance)

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Purpose of proposed legislation and background information:

City Charter Section 4-201 (3) requires periodic review of the classification plan of all City service positions. The classification and compensation of non-represented positions have not been reviewed as a whole since 2002.

In June of 2014 Council approved a contract with Sjoberg Evashenk Consulting, Inc. to assist the Bureau of Human Resources (BHR) to review and update the City's classification and compensation plans. The classification review resulted in the recommendation to create 107 new non-represented classifications and abolish 418 current non-represented classifications.

This ordinance will establish new non-represented classification and compensation structures.

Financial and budgetary impacts:

There is no direct cost to create the new classification and compensation structures. No employees will receive an increase to their current compensation. Some employees, whose current pay is above the new maximum, will have their pay red-circled. Employees whose pay is red-circled are not eligible for pay increases, including cost of living increases, until their pay rate is within the pay grade of their assigned classification.

Community impacts and community involvement:

This action is largely internal to City government processes.

100% Renewable Goal:

This action is largely internal to City government processes.

Budgetary Impact Worksheet**Does this action change appropriations?**

☐ **YES:** Please complete the information below.

☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

Saltzman amendments to item # #944

- e. The City Budget Office to report annually to Council on changes in the average hourly rate for non-represented employees, by bureau.
- f. The City Budget Office and the Chief Financial Officer to develop amendments to financial policy that would provide bureaus with guidelines for budgeting and reporting on merit increases at the bureau level.