

IMPACT STATEMENT

Legislation title: *Change the salary grade of the nonrepresented classification of Human Resources Systems Analyst. (Ordinance)

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Purpose of proposed legislation and background information:

A classification update and a salary review of the Human Resources System Analyst was conducted. The Bureau of Human Resources (BHR) determined that the classification specification needed to be updated to include a greater analytical role and project management. BHR also reviewed the compensation level of the classification and recommends the salary range of this classification be changed from nonrepresented salary grade 56 to 57, effective November 6, 2019.

Financial and budgetary impacts:

There is no immediate fiscal impact as individual salaries will not be changing. The annual maximum rate for the Human Resources Systems Analyst classification is currently \$102,648. This ordinance will raise the annual maximum rate to \$109,491, an increase of \$6,843. There are currently seven Human Resources Systems Analyst positions. The total cost is \$47,901.

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