



Compensation Study Final Report

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Purpose of the Study

- Guide in clarifying City pay philosophy
- Establish internal equity among positions
- Integrate data from external market analysis
- Develop a compensation system(s)
- On-going maintenance
- Update/rewrite job descriptions

Methodology

- Data Collection
 - 19 Municipalities
 - 127 Positions surveyed
- Department Dir/Supervisor Interviews
- Employee Position Questionnaires
- Employee Interviews
 - Employee survey & focus groups
- Met with unions (except Fire Dept)
- Reviewed Plan with Department Dir.

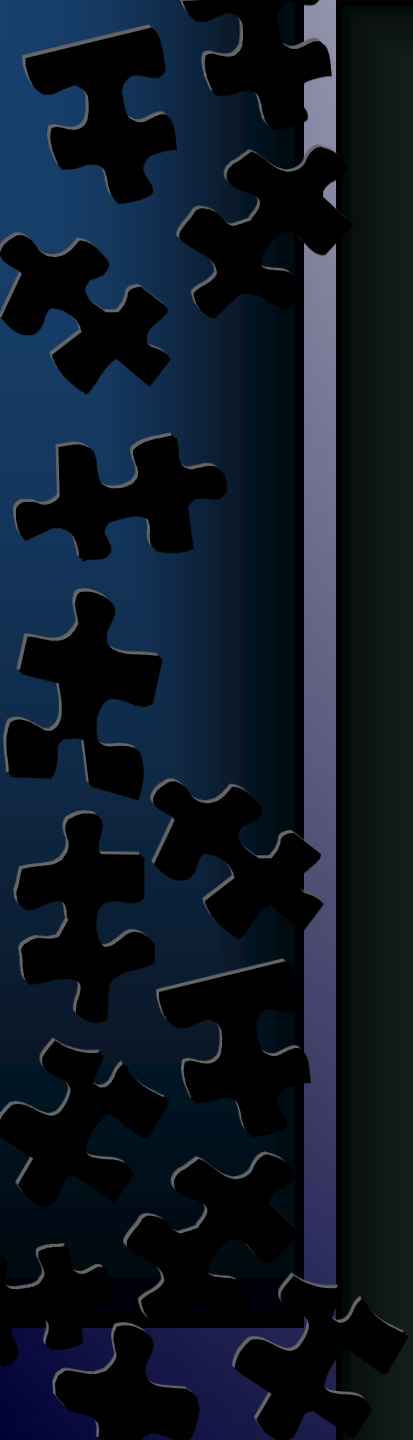


Issues

- Inconsistent placement methodologies among groups/unions
- Internal equity – compression
- Job Titles inconsistent with Market
- Career path problems
- Positions in relation to the market
- Common findings

Recommendations

- Developed Report
 - Salary Schedule
 - Placement
 - Legally defensible system
 - Benefits



QUESTIONS



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