

Summary statement of pending concerns by the Management Team

- More work is needed to adapt the SAFE system to account for the complexity of job requirements and the need for certain certifications and licenses.
- Some SAFE scores appear to be inconsistent with SAFE methodology process.
- Re-evaluate market data comparisons to assure validity is based upon content of job descriptions and conduct on more frequent basis comparisons to market for City positions.

After adoption, these are future issues we wish to address as an organization.

- Compression - Adoption of the new pay structure will continue compression for existing/long term employees. This may be addressed by creating new general fund revenue sources that generate substantial funding for a sustainable solution.
- Review job documents and SAFE scoring system to create alignment, and make adjustments to ensure accuracy and consistency through the annual budget process.
- Establish a systematic approach of reviewing evolving market data.

