Legislation Details (With Text)

File #:	2017-1762	**Name:**	
Type:	Presentation	**Status:**	Filed
File created:	12/29/2017	**In control:**	City Council - Regular Session
On agenda:	1/11/2018	**Final action:**	1/11/2018
Title:	Review of Financial Condition and Funding for Compensation Enhancements		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. General Fund Financial Condition, 2. Implementation Scenarios, 3. Johnson County, KS, 4. Lenexa, KS, 5. West Des Moines, IA, 6. Ankeny Pay Plan Statement, 7. Idependencemo hr goals, 8. Comments on Comp Study, 9. Scope of Work		

Date	Ver.	Action By	Action	Result
1/11/2018	1	City Council - Regular Session	received and filed	

Review of Financial Condition and Funding for Compensation Enhancements

Issue/Request:
Review of Financial Condition and Funding for Compensation Enhancements

Key Issues:
On December 7, 2017 the Compensation and Benefit Study final report was presented the Mayor and City Council. As part of the presentation and discussion, the City Council asked for the following items:

A. Requested staff to prepare a 5 and 10 year feasibility analysis based upon the following factors:
- Immediate implementation of a “mid” or “market-rate” pay structure **in full*** as recommended by Springsted
- Immediate implementation of a “top quartile” or “75%” pay structure **in full*** as recommended by Springsted
- Propose strategy to help reduce compression tendencies
- Fiscal analysis will be provided for core general and represented groups

B. Review the comparator cities and provide any “compensation philosophy” statements adopted by their governing bodies.

C. Provide a summary statement of pending concerns by the Management Team of proposed adjustments based on Springsted report.

In response to this scope of work, staff has prepared the following attachments to provide the additional information that was requested.

In addition to these items, staff has asked to meet with Sergeant Inglima, to review the concerns from the Faternal Order of Police that were outlined during public comment on December 7th.

Proposed City Council Motion:
N/A