

Legislation Text

File #: BILL NO. 17-201, **Version:** 1

AN ORDINANCE APPROVING AMENDMENT NO. 3 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI.

(Note: First reading by City Council on September 7, 2017.)

Issue/Request:

AN ORDINANCE APPROVING AMENDMENT NO. 3 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI

Key Issues:

On November 17, 2016, the Mayor and City Council approved a contract with Springsted Inc. to conduct a compensation and benefit study. The purpose of the study was to review the compensation and benefits provided for City employees and compare those to the comparative market.

In anticipation of the final report, the proposed amendment would allocate and authorize funding for a cost of living market adjustment equal to a 2% increase for all non-represented employees.

The annual cost for this adjustment is approximately \$430,986 across all funds of which \$340,340 would be necessary from the General Fund. The FY18 impact is expected to cost \$331,528 for the remaining 20 pay periods of the fiscal year.

Proposed City Council Motion:

I move for adoption of AN ORDINANCE APPROVING AMENDMENT NO. 2 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI as part of the Consent Agenda.

Background:

On June 15, 2017, TL Cox, Vice President, Springsted Inc, presented the City Council with preliminary compensation and benefit market data. The final report which will be presented to the Mayor and City Council will include a compensation philosophy, market data, and new pay structures for review and consideration. Following delivery and presentation of the final report, staff will work to prepare documents for the Mayor and City Council's consideration that would implement the compensation philosophy and pay structures.

Presenter: Nick Edwards, Director of Administration/Interim Director of Human Resources

