

## Legislation Text

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**File #:** BILL NO. 17-263, **Version:** 1

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AN ORDINANCE APPROVING AMENDMENT NO. 7 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED EXPENDITURES FOR THE CITY OF LEE'S SUMMIT, MISSOURI, AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN FOR IMPLEMENTATION OF THE COMPENSATION AND BENEFIT STUDY.

Issue/Request:

This Bill was previously read on January 11, 2018 but did not receive a Second for second reading.

At the February 1, 2018 Regular Session, a motion was made by Councilmember Forte, second by Councilmember Carlyle, to reconsider Bill No. 17-263 (Amendment No. 7) on February 8, 2018. The motion carried the following vote:

Aye:

Councilmember Forte  
Councilmember Carlyle  
Councilmember Edson  
Councilmember Binney  
Councilmember Faith  
Councilmember DeMoro  
Councilmember Seif

Nay:

Councilmember Mosby

Key Issues:

This budget amendment authorizes the City to spend an additional \$188,922 in the current fiscal year for the purpose of wage adjustments identified in the Compensation and Benefit Study. Of this, \$136,440 will be incurred in the General or Internal Service Funds. The annual cost to the City of the wage adjustments is \$460,512 across all funds, excluding Parks and Recreation. The employees eligible for wage adjustments through the Compensation and Benefit Study are those who are below the proposed minimum rate of pay in Exhibit A, the pay and classification plan, and are not represented by a collective bargaining group.

The implementation process will begin immediately after final approval by the City Council. In order to implement the new pay and classification plan, staff must reconfigure the current setup in the Lawson system. While it is the City's goal to have the new pay and classification plan implemented as soon as possible, the process will be undertaken during the same time period that year end processes for pay and benefits are being completed, which may result in additional time being needed for full completion. No employees will realize a pay decrease as a result of the implementation.

Proposed City Council Motion:

I move for second reading AN ORDINANCE APPROVING AMENDMENT NO. 7 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED EXPENDITURES FOR THE CITY OF LEE'S SUMMIT, MISSOURI, AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN FOR IMPLEMENTATION OF THE COMPENSATION AND BENEFIT STUDY.

Background:

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 competitive market, as well as analyze the internal equity of the City's structure.

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

Recommendation: Staff recommends approval