

Legislation Text

File #: BILL NO. 17-264, **Version:** 1

AN ORDINANCE AMENDING THE CITY OF LEE'S SUMMIT CODE OF ORDINANCES SECTION 2-308 TO INCORPORATE PROVISIONS RELATED TO COMPENSATION PHILOSOPHY AND COMPENSATION STUDY AND AUTHORIZING THE CITY MANAGER TO TAKE SUCH ACTION AS IS NECESSARY TO ACHIEVE THE SAME.

(Note: This item was CONTINUED from December 7, 2017 per Council's request.)

Issue/Request:

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Key Issues:

Intended to compliment the compensation philosophy, the proposed ordinance would amend the code of ordinances to establish a process to continually evaluate and review the City Council's compensation philosophy.

So that the compensation philosophy is meaningful and relevant, the proposed ordinance would include the following changes:

1. Require that a compensation study be conducted every five (5) years to ensure the City has a relevant market comparison.
2. Create a requirement that the City Council review the compensation philosophy before the start of the next compensation study to re-evaluate and consider policy values.

Additionally, in conjunction with this ordinance amendment the City Manager will implement personnel policy changes to clarify some administrative and maintenance items. If the Compensation Philosophy is adopted, the following policy changes would go in effect.

1. Employees hired after January 1, 2018 would not be eligible for a lump sum merit payment. (This would not affect existing employees).
2. Those employees whose pay exceeds the pay range maximum for their position will still be entitled to merit increases in the form of a lump sum payment.
3. Establish a requirement that the pay ranges, adopted annually during the budget process, reflect the guidance given by City Council in the compensation philosophy.

Proposed City Council Motion:

I move for second reading of AN ORDINANCE AMENDING THE CITY OF LEE'S SUMMIT CODE OF ORDINANCES SECTION 2-308 TO INCORPORATE PROVISIONS RELATED TO COMPENSATION PHILOSOPHY AND COMPENSATION STUDY AND AUTHORIZING THE CITY MANAGER TO TAKE SUCH

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Presenter: Nick Edwards | Director of Administration

Recommendation: N/A

Committee Recommendation: N/A