

Legislation Text

File #: 2016-0756, **Version:** 1

Discussion of a Compensation and Benefit Philosophy for the City of Lee's Summit.

Issue/Request:

Discussion of a Compensation and Benefit Philosophy for the City of Lee's Summit.

Key Issues:

On November 17, 2016, the City Council approved award of RFP #2017-020 to Springsted Inc. which provides for a compensation and benefit study for the City of Lee's Summit.

As part of the scope of work, Springsted will facilitate discussion and development of a total compensation philosophy for the City.

TL Cox, Vice President for Springsted, will discuss the following items;

- Introduction of the Compensation Philosophy concept
- A review of the purpose and elements of a Compensation Philosophy
- Identification of a process to build the Compensation Philosophy
- Identification of organizations that compare or compete for City of Lee's Summit employees

Springsted and city staff is seeking input regarding the last item which is identification of benchmark organizations. This list provides the basis for what data Springsted needs to collect for the study. Receiving this direction from the City Council on December 15th would keep the project on schedule to finish by June 30 and limit an additional expense to have the consultant make additional travel and meeting plans.

Proposed City Council Motion:

N/A Springsted and staff seek general agreement from the City Council on a list of benchmark organizations.

Background:

Much like the City Council developed the Economic Development Incentive Policy to guide the use of incentives to achieve the Council's vision and goals for economic development, a compensation and benefit philosophy would be used and developed in the same way for the purpose of allocating financial resources to achieve the Council's vision, goals, and values for workforce resources. Creation of this policy level document will help guide and direct financial resources through the annual budget process.

Presenter: Nick Edwards

Recommendation: N/A

Committee Recommendation: N/A

