



STAFF REPORT ON PROPOSED LEGISLATION

To: Mayor Gavin Buckley

From: Michael Mallinoff, City Manager

Date: September 7, 2023

Subject: R-53-23: FY 2024 Position Classifications and Pay Plan Update

Purpose of legislation

The purpose of this legislation is to update the Fiscal Year 2024 annual position classifications and pay plan to reflect the Management Information Technology office name change in CA-2-23 and O-18-23; changing the deputy director emergency management classification level from A14 to A17; and specifying an effective date.

Impact of legislation on operations

This legislation does not have a direct impact on operations.

Impact of legislation on staffing

The classification and compensation study is ongoing with some significant pieces of work remaining, particularly related to benchmarking compensation; overall pay grade, scale and rules; and back pay provisions. That said, based on the work done so far, the consultants are recommending a grade adjustment to this position to the A17 grade under existing pay rules to prevent further delays.

It is important to note that this legislation allows for an immediate grade reallocation and commensurate adjustment to compensation. It does not preclude further changes that may come as the consultants complete additional phases of the study which includes pay scale recommendations after completion of benchmarking, pay rule recommendations (including back pay, pay upon promotion/reclassification), etc. In other words, this position remains within

the overall compensation and classification study and may be eligible for further adjustments based on the final results of the study.

Prepared by Victoria Buckland, Assistant City Manager