



City of Smyrna

City of Smyrna
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Issue Sheet

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WARD / COUNCILMEMBER: Ward / Citywide

\$ IMPACT:

Agenda Title:

Adoption of the City of Smyrna Classification and Compensation Plan and recommendations contained therein, as presented by the University of Georgia

Ward / Citywide

ISSUE AND BACKGROUND:

In July 2021 the City contracted with the University of Georgia's Carl Vinson Institute of Government to conduct a comprehensive classification and pay study. In October 2021 the City adopted the recommended classification and pay changes for sworn police position and in April 2022 the City adopted the classification and pay changes for fire personnel, general government and management positions.

While we have made several subsequent adjustments to our classifications, pay grade, and pay rates since that time, the City still needs to adopt the classification and pay plan, which includes recommendations for several actions that the City of Smyrna should consider to keep the proposed compensation plan current

Additionally, several positions were reviewed to confirm and correct the appropriate FLSA classification. Several changes are also recommended.

RECOMMENDATION / REQUESTED ACTION: Staff recommends the formal adoption of the City of Smyrna Classification and Pay Plan, as well as the recommended strategies for maintaining the pay plan and recommended corrections to the FLSA classification of reviewed positions (as per attachment).