City of Smyrna

Issue Sheet

File Number: 2022-213

City of Smyrna
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In Control: City Council   **File Type:** Budget Item

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WARD / COUNCILMEMBER: Ward / Citywide

$ IMPACT: $1,316,133 to implement, increasing pay to new minimum pay for current employee and vacant positions and to address pay compression.

Agenda Title:
Approval of new pay grade bands and pay adjustments as recommended in the UGA Classification and Compensation Study effective April 4, 2022 for $1,316,133 to implement, increasing pay to new minimum pay for current employee and vacant positions and to address pay compression and authorize the Mayor to sign and execute all related documents.
Ward / Citywide

ISSUE AND BACKGROUND:
The City's last classification and pay analysis was performed in 2018. Since that time, the City's pay plan has remained unchanged. In April 2021, the City contracted with the University of Georgia's Carl Vinson Institute of Government (CVIOG) to conduct a comprehensive classification and pay study. Since that time the CVIOG has conducted salary surveys other, similar organizations as well compiled data from other relevant sources to recommend new pay grade bands. CVIOG has also analyzed pay compression issues and has made recommendations for pay adjustments to address these issues. This is phase 2 of a multi-phased approach which will also address job descriptions and FLSA classification of positions, as well as pay related personnel policies and other forms of compensation such as employee benefits.

RECOMMENDATION / REQUESTED ACTION: Finance Director and HR Director recommend approval of new pay grade bands and pay adjustments as recommended in the UGA Classification and Compensation Study effective April 4, 2022 for $1,316,133 to implement, increasing pay to new minimum pay for current employee and vacant positions and to address pay compression.