

01-12-2022 Town Council Meeting Responses to Council Questions

ITEM #9: Presentation of Classification and Compensation Study Results

Council Question:

I may have missed it, but I did not see an estimate of financial impact for implementing the recommendations. If I missed it, please disregard the question. Otherwise, can we receive those estimates prior to the meeting?

Staff Response:

Staff did not have the cost information compiled in time to go out with the packet and so we had planned to have this ready in time for the presentation to Council on Wednesday, January 12th. The cost to implement Phase I and address the compression concerns caused by the implementation of the Compensation and Classification study in FY 2022 is \$987,633 (General Fund cost is \$774,379). The full year cost which would be applicable in FY 2023 is \$2,668,439 (General Fund cost is \$2,113,979).

Council Question:

On page 65 there is a recommendation for a general increase. What would the amount/percentage of that increase be?

Staff Response:

At this time, we do not know what cost of living adjustment will be presented with the FY 2023 recommended budget. Over the next month or two, we will be working on revenue projections and reviewing department operating budgets. Once we have a better sense of what the financial picture for FY 2023 looks like, we will have a better sense of how much we have available to work with. At this same time, we begin reaching out to neighboring jurisdictions to see what they plan to propose to make sure we remain competitive in the market.

Council Question:

There is a recommendation for tuition reimbursement for Associate and Bachelors degrees. Why not advanced degrees?

Staff Response:

Currently we provide a tuition reimbursement, which has to be found within a Department's operating budget. The reimbursement has been based on classes/degrees that are relevant to the employee's job or another job in the Town. An advanced degree could also be considered under the same guidelines. Either way, we should consider significantly increasing the amount we offer for reimbursement and how to fund that purposefully rather than seeking monies wherever we can find them.

01-12-2022 Town Council Meeting Responses to Council Questions

Council Question:

When compensatory time is granted to exempt employees for overtime, is it at the rate of 1.5 hours for every hour worked or 1 to 1?

Staff Response:

Exempt "Comp Time" is the equivalent of Equal Time off, hour for hour (consistent with the Fair Labor Standards Act) and has a cap of 80 hours normally.

Council Question:

The section on compensation for police notes incentive pay for those officers speaking Spanish. Why not other languages such as Chinese or Karen?

Staff Response:

We do provide incentives for a variety of languages including Madarin, Karen, and others that we felt are an asset to our population as we have employees who bring those skill sets.

Council Question:

If we have some positions that are already at competitive hiring rates (p. 64), why would we grant a 3% base salary increase across the board?

Staff Response:

Although we have some positions who are competitive at the hiring rates, all of our Pay Ranges were increased due to the current labor market. We also added some more Pay ranges on the upper end of the Pay Plan to match our markets in key positions. Many of our employees, even those in these job classes, are still lagging in their base pay when compared to others in our benchmark agencies. In addition, with many of our new minimums of Pay Ranges being moved up this will create salary compression on existing employees by newer employees who will be paid close to them as they start to work for us. The main reasons for these increases are to start to help provide some relief to this compression problem that has been a challenge for many years. The compression issue will be something we will need to work on for several years to help resolve.

01-12-2022 Town Council Meeting Responses to Council Questions

Council Question:

My understanding is that you're asking to fund at least some of these increases with one-time money. How much will we need annually to meet these proposed new salary obligations on an ongoing basis?

Staff Response:

We are asking Council to allocate an additional \$500,000 of one-time money to help implement Phase I of the compensation and classification study. The on-going costs of the implementation would be addressed in the FY 2023 budget. The cost to implement Phase I and address the compression concerns caused by the implementation of the Compensation and Classification study in FY 2022 is \$987,633 (General Fund cost is \$774,379). The full year cost which would be applicable in FY 2023 is \$2,668,439 (General Fund cost is \$2,113,979).