



Legislation Details (With Text)

File #: 17-1322 **Version:** 1 **Name:**
Type: General Business **Status:** Passed
File created: 9/5/2017 **In control:** City Commission Special Meeting
On agenda: 10/17/2017 **Final action:** 10/17/2017
Title: Approval of Compensation Study Recommendation

Sponsors:

Indexes:

Code sections:

Attachments: 1. City of North Port Current and Proposed Pay Plan, 2. Proposed Positions and Pay Ranges 10.11, 3. North Port FL Presentation of Results - FINAL, 4. Draft Report - Compensation and Classification Study for the City of North Port 10-11, 5. 1 Additional Backup Material FRS Rates and Employee Categories, 6. 2 Additional Backup Material email Current & Proposed Pay Plan with Pay Grades, 7. 3 Additional Backup Material Request for Information, 8. 4 Additional Backup Material Benefits Comparison, 9. 5 Additional Backup Material Increase Comparison, 10. 6 Additional Backup Material Employee Benefit Cost Summary, 11. 7 Additional Backup Material Preliminary Proposed Plan, 12. 8 Additional Backup Material Pay Grades for Position, 13. 9 Additional Backup Material Pay Plan & Proposed Class Title

Date	Ver.	Action By	Action	Result
10/17/2017	1	City Commission Special Meeting	approved	Pass
10/17/2017	1	City Commission Special Meeting	motion to approve	
10/17/2017	1	City Commission Special Meeting	amended	Pass
10/17/2017	1	City Commission Special Meeting	approved as amended	Pass
10/17/2017	1	City Commission Special Meeting	denied	Fail
10/17/2017	1	City Commission Special Meeting	motion to approve	
10/17/2017	1	City Commission Special Meeting	amended	
10/17/2017	1	City Commission Special Meeting	amended	Pass
10/17/2017	1	City Commission Special Meeting	approved as amended	Pass

TO: Honorable Mayor and Members of the North Port Commission

FROM: Peter Lear, City Manager

TITLE: Approval of Evergreen Solution's Compensation and Classification Study Recommendation

Recommended Action

Approval of Evergreen Solution's Compensation and Classification Study Recommendation.

Background Information

The City of North Port secured the professional services of Evergreen Solutions, LLC, to conduct a compensation and classification study for the City's pay structure. The solution options based on the market study will be presented. Staff is recommending the proposal presented by Evergreen Solutions, LLC, which will place current staff in the appropriate place in a new market-based competitive pay structure. Implementation of the proposed new pay structure will allow for the maintenance of a competitive pay structure moving forward, and establish the City as a competitive employer of

choice.

Strategic Plan

Financially Responsible City Providing Quality Municipal Services.

Financial Impact

Dependent upon accepted recommendation

Procurement

Attachment:

1. City of North Port - Proposed Pay Plan
2. Proposed Positions and Pay Ranges
3. North Port FL Presentation of Results - Final
4. Draft Report - Compensation and Classification Study for the City of North Port

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