

RESOLUTION DIRECTING THE CITY MANAGER AND STAFF TO DEVELOP A SPECIFIC ACTION PLAN FOR THE DEVELOPMENT OF AN IN-RANGE SALARY ADJUSTMENT PROGRAM IN THE FALL OF 2015, WITH IMPLEMENTATION TO BEGIN AS SOON AS PRACTICAL

Whereas, at a work session on August 13, 2015, staff presented information regarding several proposed items regarding organizational policy;

And whereas, Council remains focused on finding ways to best meet the needs of our employees and organization and, on making the best use of City resources to ensure our organization stays market competitive while being able to continue to provide high quality services to our citizens;

And whereas the policy items to be included in this plan are:

- In-range salary adjustment program at a funding level of \$500,000 which would complement the existing merit pay system program (pay for performance) and provide a new tool for Department Directors to make warranted salary adjustments to existing employee's salaries within current pay ranges and, for staff to address an organizationally identified compensation issue - where certain grades of positions are currently falling behind the market;

And whereas, this policy item has its own unique scope, costs, and implementation timeline,

And whereas, the Manager and staff shall keep Council apprised of the status of the plan development and as needed, seek additional Council input on policy items to ensure desired Council policy expectations are met,

And whereas, the Manager and staff shall develop the final policy details for this item as soon as practical and bring each item back to Council for final review/approval prior to item implementation,

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREENSBORO:

That the City Manager and staff are directed to bring back a final policy for this item as soon as practical to Council for final review/approval prior to item implementation.