

RESOLUTION APPROVING THE IN-RANGE SALARY ADJUSTMENT PROGRAM POLICY FOR
THE CITY OF GREENSBORO

WHEREAS, on August 18, 2015 City Council adopted a resolution directing the City Manager and staff to develop a specific action plan for development of an In-Range Adjustment Program Policy (Policy) in the Fall of 2015;

WHEREAS, a new Policy is intended to find ways to meet the needs of the City's employees and organization and, on making the best use of the City resources to ensure it stays market competitive while being able to continue to provide high quality services to citizens;

WHEREAS, the proposed Policy will complement the existing merit pay system program (pay for performance), said proposed Program present herewith this day;

WHEREAS, the proposed Policy will 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 in the market;

WHEREAS, the estimated budget impact is \$500,000 and will be funded in each affected department's existing Salaries and Wages account (.4110).

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

That it hereby approves the In-Range Salary Adjustment Program Policy presented herewith this day.