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Title: Resolution Approving the In-Range Salary Adjustment Program Policy for the City of Greensboro

Sponsors:

Indexes:

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Attachments: 1. FINAL Compensation Policy D-21_In Range Salary Increases_201501028.pdf, 2. 15-0945 Reso. In-Range Salary.pdf

Date	Ver.	Action By	Action	Result
11/10/2015	1	City Council	adopt	Pass

Resolution Approving the In-Range Salary Adjustment Program Policy for the City of Greensboro

Department: Human Resources
Council District: All

Public Hearing:
Advertising Date/By:

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PURPOSE: This purpose of this agenda item is to provide a new In-Range Salary Adjustment Program Policy that is intended to find ways to meet the needs of the City’s employees and organization and, on making the best use of City resources to ensure it stays market competitive while being able to continue to provide high quality services to its citizens. The new In-Range Salary Adjustment Program will 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 employees’ 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.

BACKGROUND: On August 18, 2015 Council adopted a resolution directing the City Manager and staff to develop a specific action plan for development of an In-Range Salary Adjustment Program in the Fall of 2015.

BUDGET IMPACT: The estimated budget impact is \$500,000 and will be funded in each affected department’s existing Salaries and Wages account (.4110).

RECOMMENDATION / ACTION REQUESTED: It is requested that Council review and approve the

attached In-Range Salary Adjustment Program Policy to ensure implementation occurs by March 2016.