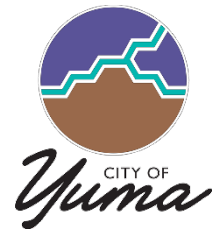


LABOR MARKET STUDY

OPEN RANGE PAY PLAN

Implementation Plan – Option 3b



March 1, 2023

Pay Grid – Squared Off

Midpoint increased by 2%

Separation Between Grades

- From 2.3%-2.5% staggered
- To 2.5% for all

Range Width shortened

- From 38.6%-39.9% staggered
- To 30.0% for all grades
- Less time and better ability to move down the range

Balancing resources and the competitive edge

Employer of Choice
Recruit and Retain

Pay Grade	Minimum	Midpoint	Maximum	Grade Separation	Range Width
R40	\$40,426	\$46,490	\$52,554	2.50%	30.00%
R41	\$41,437	\$47,652	\$53,868	2.50%	30.00%
R42	\$42,473	\$48,844	\$55,215	2.50%	30.00%
R43	\$43,535	\$50,065	\$56,595	2.50%	30.00%
R44	\$44,623	\$51,317	\$58,010	2.50%	30.00%
R45	\$45,739	\$52,599	\$59,460	2.50%	30.00%
R46	\$46,882	\$53,914	\$60,947	2.50%	30.00%
R47	\$48,054	\$55,262	\$62,470	2.50%	30.00%
R48	\$49,255	\$56,644	\$64,032	2.50%	30.00%
R49	\$50,487	\$58,060	\$65,633	2.50%	30.00%
R50	\$51,749	\$59,511	\$67,274	2.50%	30.00%
R51	\$53,043	\$60,999	\$68,956	2.50%	30.00%
R52	\$54,369	\$62,524	\$70,680	2.50%	30.00%
R53	\$55,728	\$64,087	\$72,447	2.50%	30.00%
R54	\$57,121	\$65,689	\$74,258	2.50%	30.00%
R55	\$58,549	\$67,332	\$76,114	2.50%	30.00%
R56	\$60,013	\$69,015	\$78,017	2.50%	30.00%
R57	\$61,513	\$70,740	\$79,967	2.50%	30.00%
R58	\$63,051	\$72,509	\$81,967	2.50%	30.00%
R59	\$64,627	\$74,322	\$84,016	2.50%	30.00%
R60	\$66,243	\$76,180	\$86,116	2.50%	30.00%
R61	\$67,899	\$78,084	\$88,269	2.50%	30.00%
R62	\$69,597	\$80,036	\$90,476	2.50%	30.00%
R63	\$71,337	\$82,037	\$92,738	2.50%	30.00%
R64	\$73,120	\$84,088	\$95,056	2.50%	30.00%
R65	\$74,948	\$86,190	\$97,433	2.50%	30.00%
R66	\$76,822	\$88,345	\$99,868	2.50%	30.00%
R67	\$78,742	\$90,554	\$102,365	2.50%	30.00%

Place in the Range

Like Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Specific Points	MINIMUM	OTHER SPECIFIC POINTS			MIDPOINT	OTHER SPECIFIC POINTS			MAXIMUM	
R53 July 2022	\$50,587	\$53,007	\$55,629	\$58,251	\$60,671	\$63,091	\$65,713	\$68,335	\$70,755	
Range Width (Min)	0%	5%	10%	15%	20%	25%	30%	35%	40%	
Compa-ratio	83%	87%	92%	96%	100%	104%	108%	113%	117%	
Range Traction	0%	12%	25%	38%	50%	62%	75%	88%	100%	
Specific Points	MINIMUM	SPECIFIC POINTS			MIDPOINT	SPECIFIC POINTS			MAXIMUM	
R53 LMS	\$55,728	\$57,735	\$59,908	\$62,082	\$64,087	\$66,094	\$68,267	\$70,441	\$72,447	
Range Width (Min)	0%	4%	8%	11%	15%	19%	23%	26%	30%	
New Compa-ratio	87%	90%	93%	97%	100%	103%	107%	110%	113%	
Range Traction	0%	12%	25%	38%	50%	62%	75%	88%	100%	
% Change in Amount At Specific Points	10.2%	8.9%	7.7%	6.6%	5.6%	4.8%	3.9%	3.1%	2.4%	

Unlike step plan, not set of steps to be placed on
 With many possible placement points, need formula to administer
 Range width, like steps, journey through the range
 Compa-ratio standard method; distance from midpoint
 Traction method good when range width adjusting (% Chg Pts)

Employer of Choice
 Recruit and Retain

Compa-Ratio vs Traction in the Range

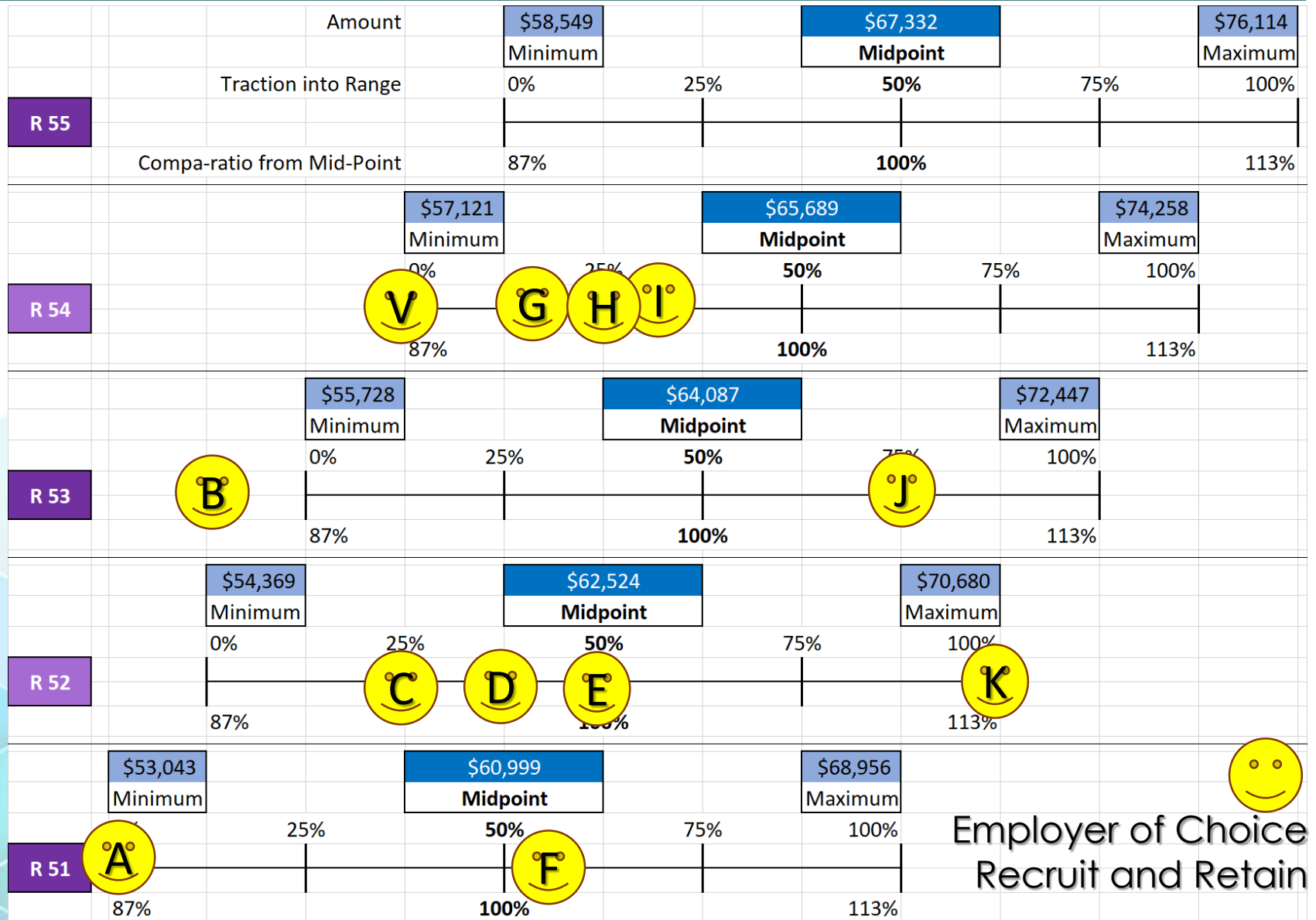
	\$50,587 Minimum		\$60,671 Midpoint		\$70,755 Maximum
City Grade R 53 July 2022					
Traction into Range	0%	25%	50%	75%	100%
Compa-ration from Midpoint	83%	92%	100%	108%	117%

	\$55,728 Minimum		\$64,087 Midpoint		\$72,447 Maximum
LMS Grade R 53 Squared Grid + 2% Shortened Range Widths					
Traction in Range	0%	25%	50%	75%	100%
New Compa Ratio	87%	93%	100%	107%	113%

Employer of Choice
Recruit and Retain

Point-to-Point "Market" Adjustment

Job Class Grade Change
Not Promotion or Reclassification



Employer of Choice
Recruit and Retain

Timing – Mirrors Public Safety (PS) Step Plan

Phased implementation provides flexibility to adapt to changing financial conditions:

- Local Revenues
 - State Revenues
 - Labor markets
 - Economic factors
 - Preemptive legislation
- Once phase is in place, only moves forward

Both PS and Open Range LMS = \$6 million

Partial year FY 2023 Budget Authority with vacancies and Administrator Contingency

If need City Council Contingency will bring forward with FY 2024 Budget process

Under current conditions, fits as a priority for the FY 2024 Recommended Budget

Balance of resources & competitive edge

Employer of Choice
Recruit and Retain

January 2023		
Pre-LMS 2% employees		\$ 815,970
April 2023		
LMS Grade Movement (Employees and Positions)		1,645,000
Pay Grid Squared and Shrink by 4.5% to 35.5%		895,500
Sub-total 75% Implemented		3,356,470
July 2023		
Merit (Employee)		
Traction down the range		TBD
January 2024		
Complete LMS Pay Grid Shrink by 5.5% to 30.0%		1,043,530
Total LMS Implementation		\$ 4,400,000
FY 2025 (Plan)		
Merit (Employee)		July
Market (Position and Employee)		January
FY 2026 (Plan)		
Merit (Employee)		July
Market (Position and Employee)		January

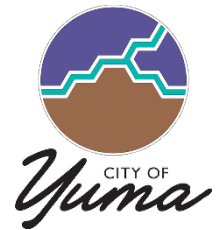
Discussion & Direction - Mayor and City Council



LABOR MARKET STUDY

OPEN RANGE PAY PLAN

Implementation Plan



March 1, 2023