



Legislation Details (With Text)

**File #:** 060665.      **Version:** 1      **Name:** Compensation Study (B)  
**Type:** Discussion Item      **Status:** Passed  
**File created:** 11/13/2006      **In control:** City Manager  
**On agenda:**      **Final action:** 11/27/2006  
**Title:** Compensation Study (B)

Adopt the 2006 Compensation Study for Managerial, Administrative and Professional (MAP) and Communication Workers of America (CWA) jobs and approve implementation effective January 2007.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 060665\_200611131300.pdf

Date	Ver.	Action By	Action	Result
11/27/2006	1	City Commission	Approved as Recommended	Pass
11/13/2006	0	City Commission	Continued	Pass

Compensation Study (B)

Adopt the 2006 Compensation Study for Managerial, Administrative and Professional (MAP) and Communication Workers of America (CWA) jobs and approve implementation effective January 2007.

In September 2003, the CWA Local 3170 and the Gainesville City Commission ratified a three-year labor contract. Addendum A of the contract requires the City to update pay lines with current market data and adjust the structure accordingly to be effective with the next contract (January 2007).

Wachovia Employer Solutions Group was selected from an RFP process to perform a compensation review of the CWA and MAP employee groups. Their methodology included gathering market data for 200 job classifications. These were then reviewed with Management and the CWA representatives.

Wachovia presented the results of the study to the City Commission on September 25, 2006. The City Commission referred this item to a workshop for further discussion. At the completion of the Workshop held on October 16, 2006, the City Commission directed staff to present additional options for discussion on November 13, 2006. Staff presented three options as follows:

- 1) An implementation plan that places a cap on the percentage increase received by any individual.
- 2) An implementation plan that places a cap on the dollar increase received by any individual.
- 3) An implementation plan that places a cap on the dollar increase or the percentage increase received by any individual.

Staff recommends Option 3 with a dollar cap of \$7,500 or a percentage cap not exceeding 20%. Under this option, no individual will receive a raise in excess of \$7,500 and, except in the case of CWA employees, no individual will receive an increase in excess of 20%. This implementation option will affect 37 MAP employees and will result in a three year implementation for MAP employees. In addition, employees receiving an increase less than \$1,000 will

receive the difference in a one-time lump sum payment. This will ensure that every employee receive a minimum of \$1,000.

The FY2007 budget includes increases of approximately 4.1% of payroll and contingency funds to bridge the gap. The implementation plan proposed will result in an increase of approximately 4.4% of payroll. The FY2007 proposed budget including contingencies provides sufficient funding to implement the consultant's recommendation.

The City Commission adopt the proposed pay plan and approve the implementation plan as outlined in Option 3.

**Alternative Recommendation A:**

The City Commission adopt the proposed pay plan and approve the implementation plan as outlined in Option 1 and set a cap on the percentage increase allowed any individual.

**Alternative Recommendation B:**

The City Commission reject the proposed pay plan and direct staff as appropriate.