



Legislation Details (With Text)

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**Attachments:** 1. 181039A\_City of Gainesville Total Rewards Study Presentation\_20190523.pdf, 2. 181039B\_Total Rewards Study and Project Timeline\_20190523pdf, 3. 181039C\_Appendix A. Work Plan\_20190523.pdf, 4. 181039D\_Appendix B. C-1 Compensation Philosophy and Policy\_20190523.pdf, 5. 181039E\_Appendix C. Interview Protocol\_20190523.pdf, 6. 181039F\_Appendix D. Benefits Pulse Survey Results\_20190523.pdf, 7. 181039G\_Appendix E. Guide Chart Method of Job Evaluation\_20190523.pdf, 8. 181039H\_Appendix F. Job Level Matrix\_20190523.xlsx, 9. 181039I\_Appendix G. Custom Survey Target Participants Local Peer Organizations\_20190523.pdf, 10. 181039J\_Appendix H. Survey List of Participants\_20190523.pdf, 11. 181039K\_Appendix I. Market Variance by Job Departments\_20190523.pdf, 12. 181039L\_Appendix J. New Pay Plan\_20190523.pdf, 13. 181039M\_Appendix K. Employee Benefits Market Analysis Results\_20190523.pdf, 14. 181039N\_Appendix L. Competitive Market Analysis by Benchmark Job\_20190523.pdf, 15. 181039O\_City of Gainesville Total Rewards Study Report\_DRAFT\_5-1-19\_20190523.pdf, 16. 181039P\_City of Gainesville Final Report 5.17.19\_20190523.pdf, 17. 181039Q\_2019 City of Gainesville Total Rewards Study Presentation\_20190523.pdf

Date	Ver.	Action By	Action	Result
5/23/2019	1	General Policy Committee	Approved, as shown above	Pass

**Total Rewards Study Update (B)**

This item is for the General Policy Committee to receive an update from Korn Ferry and Human Resources on the Total Rewards Study.

In March 2018, the City engaged in a contract with Korn Ferry to conduct a review of the City's core total rewards program to ensure they were aligned with its mission and competitive against the appropriate peer group. The City's organizational structure and total rewards approach were reviewed and benchmarked relative to the market, including with peer organizations, similar industry organizations, the Florida market, and in the U.S. national market in both the public and private sectors. An extensive analysis was conducted to determine whether the City's compensation and benefits practice is aligned with the markets from which it needs to recruit talent, and if it is adequate to attract, motivate and retain the right staff, in accordance with the City's mission, compensation and benefits strategy, and in the most cost-effective manner.

Funds in the amount of \$200,000 are available in the Total Rewards Study budget. Any additional funds that are requested as a result of the Total Rewards Study are contingent upon the recommendations made by the General Policy Committee.

The General Policy Committee: (1) receive an update on the Total Rewards Study; and (2) make

recommendations as deemed necessary.