



## Legislation Text

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**File #:** 181028., **Version:** 1

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### **Human Resources Policy C-3: Changes in Employee Status Affecting Compensation (B)**

This item is to amend Human Resources Policy C-3: Changes in Employee Status Affecting Compensation, to enable hiring outside established pay ranges.

The City in November 2017 acquired Deerhaven Renewable (DHR), formerly known as the Gainesville Renewable Energy Center (GREC). At the time of acquisition, DHR was staffed through a contract with NAES (formerly North American Energy Services). The DHR plant and site continues to be staffed with NAES employees. In an effort to standardize operations at all four power plant sites, the utility intends to hire staff into City positions at DHR.

The mix of pay and benefits provided to NAES employees is greater than that provided to comparable positions in the Energy Supply Division. In order that GRU might attract existing plant staff to the City positions, staff recommends limited flexibility to hire at rates of pay that are in excess of established pay ranges. The proposed change to this policy would sunset at the end of this calendar year.

The proposed change versus the Energy Supply budget will reduce costs by the amount of the NAES management fees and allow for direct control over the personnel. The allocation of costs will move from contractor services to GRU labor costs.

Approve revision to Human Resources Policy C-3: Changes in Employee Status Affecting Compensation.