



## Legislation Text

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### **Compensation Study (B)**

**In response to the City Commission's referral of this item to a Workshop, staff and Wachovia Employer Solutions Group will present additional information related to the 2006 Compensation Study for MAPS and CWA jobs.**

In September 2003, the Communications Workers of America (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.

The incremental cost of implementing the recommended pay structure is approximately 4.3% of payroll. The FY2007 budget includes increases of approximately 4.1% of payroll and contingency funds to bridge the gap. The FY2007 proposed budget is sufficient to cover the recommended implementation plan.

The City Commission: 1) receive additional information and hear a presentation from staff and the consultant; and, 2) refer this item back to the City Commission's regular meeting of October 23, 2006.

NOTE: Document is available for viewing in the Clerk's Office.