COMPENSATION COMMITTEE REPORT

Doug Diamond

Jon Gardner

Make up of committee

HR, Department heads, finance, City Manager

Include input from line level

- Steps have been put into place
- Set criteria for Career Ladder/Enhancement

WHAT WE HAVE DONE

- Time in grade
- Education (Post Secondary/Trade)
- Specialized positon specific training
- Position Specific Certification

CAREER LADDER / ENHANCEMENT

- Fire
- Police
- Parks
- Public Works (almost ready and will add some in the future)
- Estimated 1st year cost - $170,346

CAREER LADDERS READY TO GO

Police

Now- 1 MS and 4 MO = $29,234.14 1st year/ $15,741 Remainder of this year

Estimate for next year = $73,517 (10 MO – 6 SO)

Fire

$36,415

Parks

$5,548

PW

Streets $16,650

Eng $8,982

- Education Reimbursement
- Attracting and Keeping Experience
  - Starting Employees at higher steps
  - PD Shift Differential
  - Incentive for professional certification
- Continue to review ranges for Competitive+ Advantage

OTHER INITIATIVES