

TITLE	DATE	ORIGINATING DEPT./DIV.	SPONSOR OR COUNCIL MEMBER
A RESOLUTION AMENDING THE PAY PLAN FOR CLASSIFIED EMPLOYEES BASED ON THE ADMINISTRATIVE THIRTEEN DOLLAR MINIMUM WAGE INCREASE AND CURRENT MARKET TRENDS, AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.	11/16/21	Human Resources	

**PURPOSE**

To change the Classified pay plan for employees in grades 8 through 11, effective January 1, 2022.

This Ordinance or Resolution will have direct impact on Council District: **All**

**BACKGROUND INFORMATION**

Amending the current Classified pay plan will update the scale to reflect the new City of Shreveport minimum wage rate of \$13.00. In addition, amending the pay plan will update the scale and allow the salaries to be more on par with current market trends.

Employees currently in grades 8 through 11 on the current scale will be placed at the new rate in the amended pay scale, effective January 1, 2022, due to compressions that were caused when the \$13.00 minimum wage was enacted.

**TIMETABLE**

Introduction: **November 19, 2021**

Final Passage: **December 14, 2021**

**SPECIAL PROCEDURAL REQUIREMENTS****FINANCES**

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**SOURCE OF FUNDS**

| General Fund Operating Reserves

**CONCLUSION**

Approval of this ordinance is recommended.

**FACT SHEET PREPARED BY:** Sherron Phae Williams, Esq. Director of Human Resources

**RESOLUTION NO. \_\_\_\_\_ OF 2021**

**A RESOLUTION AMENDING THE PAY PLAN FOR CLASSIFIED EMPLOYEES BASED ON THE ADMINISTRATIVE THIRTEEN DOLLAR MINIMUM WAGE INCREASE AND CURRENT MARKET TRENDS, AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.**

**BY COUNCILMEMBER:**

**WHEREAS**, The Human Resources Director had a compensation update performed on the current classification plan; and

**WHEREAS**, the Human Resources Board adopted the attached pay plan at its September 29, 2021 board meeting; and

**WHEREAS**, Section 14.09 of the Code of Ordinances for the City of Shreveport states that, “Within sixty (60) days after the adoption of the classification plan by the personnel board the personnel director shall prepare and recommend to the council a pay plan. Such pay plan shall consist of a salary range for each class of position in the classification plan, which shall provide for regular increments within such range to be earned by length of service and satisfactory service ratings. Each such range shall be determined with due regard to the salary ranges for other classes and to the relative difficulty and responsibility of characteristic duties of positions in the class, the minimum qualifications required, the prevailing rate paid for similar private employment, and any other fact that may properly be considered to have a bearing on the fairness and adequacy of the range.”; and

**WHEREAS**, the pay plan attached hereto as Appendix "A" reflects an increase for employees based on the administrative thirteen dollar minimum wage increase and current market trends and the executive summary attached hereto as Appendix "B" outlines the methodology used to formulate the pay plan; and

**WHEREAS**, Section 14.09 of the Code of Ordinances for the City of Shreveport states further that, “The council shall have the power to adopt the pay plan with or without modification. When so adopted the pay plan shall remain in effect until amended by the council. When a pay plan has been adopted the council shall not increase or decrease the salaries of individual members of the classified service but shall act in fixing the salaries of members of the classified service only by amendment of the pay plan.”

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Shreveport, in due, regular, and legal session convened, that the salary schedule attached hereto as Appendix "A" be and is hereby approved, effective January 1, 2022.

**BE IT FURTHER RESOLVED** that if any provision of this Resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or application of this Resolution which can be given affect without the invalid provisions, items or application and to this end the provisions of this Resolution are hereby declared severable.

**BE IT FURTHER RESOLVED** that all resolutions or parts in conflicts herewith are hereby repealed.

APPROVED AS TO LEGAL FORM

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Office of the City Attorney