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| TITLE | DATE | ORIGINATING DEPT./DIV. |
| A RESOLUTION AMENDING THE PAY PLAN FOR CLASSIFIED EMPLOYEES TO ADDRESS PAY COMPRESSIONS, AND TO OTHERWISE PROVIDE WITH RESPECT THERETO. | 8/18/22 | Human Resources |
| | | SPONSOR OR COUNCIL MEMBER |

PURPOSE

Purpose #1: Create a 5% gap between Grades 11 and 12, (current gap is less than 2%). In addition, maintains gap of 5% between Grade 12 and 13.

Reason Occurred: Due to migration of grades 8 through 11 for existing employees to the new compressed pay chart rates, the gap between grade 11 and grade 12 was reduced to less than 2%.

Benefit: Creates a gap of 5% which is in line with the average gap between grades in the City of Shreveport’s pay chart. This change will also correct instances in which supervisors make less or very little more per hour than their subordinates.

Purpose #2: Move all identified supervisors in grades 12 and 13 to grade 14 (they will remain in their current step).

Reason Occurred: Caused by the migration of grades 8 – 11 to new compressed pay chart rates and pay increases in 2022, as well as no pre-defined minimum grade for supervisors in the past.

Benefit: Helps alleviate issue of supervisors making less than subordinates going forward.

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

BACKGROUND INFORMATION

At the beginning of 2022, the administration issued a one-time 13% pay increase to full-time City of Shreveport employees. When this increase was implemented, it caused pay compressions among some grades in the Classified service. One of the primary issues that occurred was that the pay increase caused some supervisors to make less than their subordinates. To remedy these compressions, Human Resources is requesting changes to the current pay scales which will become effective the first pay period after City Council approval.

TIMETABLE

Introduction: **August 23, 2022**
 Final Passage: **September 13, 2022**

SPECIAL PROCEDURAL REQUIREMENTS

FINANCES

SOURCE OF FUNDS

\$ | General Fund Operating Reserves

CONCLUSION

Approval of this ordinance is recommended.

FACT SHEET PREPARED BY:

Sherron Williams, HR Director

RESOLUTION NO. _____ OF 2022

A RESOLUTION AMENDING THE PAY PLAN FOR CLASSIFIED EMPLOYEES TO ADDRESS PAY COMPRESSIONS, AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.

BY COUNCILMEMBER:

WHEREAS, at the beginning of 2022, the administration issued a one-time 13% pay increase to full-time City of Shreveport employees which caused pay compressions among some grades in the Classified service, and

WHEREAS, the Human Resources Board adopted the attached pay plan at its July 19, 2022 board meeting to remedy these compressions.

WHEREAS, the pay plan attached hereto as Appendix "A" reflects the creation of a 5% Gap between Grades 11 and 12 to remedy the compressions; and

WHEREAS, Section 14.09 of the Charter of the City of Shreveport states further 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. 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."; and

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 the first pay period after City Council approval.

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

Office of the City Attorney

