

AGENDA ITEM #: _____

DATE: April 10, 2017

COAC #: 17-6048ws

**CITY OF GOODYEAR
CITY COUNCIL ACTION FORM**

**SUBJECT: Annual Compensation &
Compensation Study Recommendations**

STAFF PRESENTER: Lyman Locket,
Human Resources Director

CASE NUMBER: None

OTHER PRESENTER: Ruth Ann Eledge,
Vice President, Segal Waters Consulting

PROPOSED ACTION:

Staff will provide the Council with an update on compensation and information from the recently completed Compensation Study.

BACKGROUND AND PREVIOUS ACTIONS:

In an effort to maintain competitive compensation, Council adopted a compensation philosophy in 2008 to maintain a market competitive position of 100% of market. To reach this goal, staff conducts annual market research to evaluate our competitiveness with our ten benchmark cities. Based on staff recommendation to address market movement and salary structure insufficiencies, Council approved a compensation study last year. The study has been completed including recommendations to meet our compensation philosophy goals. Along with recommendations from Segal Waters Consulting relative to the compensation study, Council will also receive recommendations for annual salary increases from staff. Both components are recommended to maintain our competitiveness at 100% of market for the new fiscal year.

STAFF ANALYSIS:

None

RECOMMENDATION:

Council's feedback on the proposed compensation recommendation will provide the necessary information to move forward with the development of the FY18 budget.

ATTACHMENTS:

None