



Memorandum

To: Human Resources Committee
CC: Common Council
From: Sandy Behnke
Date: 2/7/2014
Re: Compensation Study Update-Appeals

As part of our compensation study implementation, employees were entitled to request review of the placement of their position classification within the compensation plan. The first review step was an opportunity for the employee to make a written request for review by the compensation consultant.

51 classifications requested a review by the compensation consultant. In several instances, there were multiple employees represented by the classification requesting review. (For reference, a total of 163 classifications representing about 417 employees were initially reviewed and placed into 18 grades by the consultant.) Of the 51 classifications that requested review, 20 classifications resulted in upgrade placements, 1 resulted in a downgrade placement and 30 resulted in no recommendation for change.

After the consultant's recommendations from reviews, employees were entitled to a formal appeal to the Mayor. The formal appeal was a hearing with the employee(s), their department director, the Mayor and HR Director. 16 formal classification appeals were requested. 2 of the formal appeals were classifications that had gone up after the consultants review and the other 14 appeals were classifications that resulted in no change at the first level review. Additionally, the one position that went down made a request for first step review.

The Mayor is working on final decisions regarding the formal appeal hearings. I will report the final results of those decisions in the near future as well as a listing of the positions that changed grade placements since implementation.