

# Ordinance 230953

## Section 2- 1086 (d) Beginning Salary

December 6, 2023

Finance, Governance and Public Safety Committee



## Section 2- 1086 (d) Beginning Salary

- Updated by Council on 4/20/2023 – Ord. No. 230311
- Adjusted approval limits to 25% and 50% (previously 50% and 70%)
- Human Resources Committee (Sec. 2-1071)
  - Director of Human Resources
  - City Auditor
  - Appointee by the City Manager

## Section 2- 1086 (d) Beginning Salary

- What do we review?
  1. Does the candidate's experience/education exceed the minimum qualifications for the position?

### Human Resources Guidelines for Hire Above the Minimums (HAM)

- Less than 5 years over the minimum = up to 24% into the salary range
- 5-10 years over the minimum = up to 49% into the salary range
- 10+ years over the minimum = 50% into the salary range up to maximum

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- What do we review?
  2. Will the requested salary create any internal pay inequities?
    - Employees already in that job classification with equal or more experience/education
    - Supervisors

## Section 2- 1086 (d) Beginning Salary

- Why is this review important?
  - Pay Equity
  - Compression
  - Morale

### Segal Pay Equity Analysis Report (April 2020)

- No statistical evidence of systemic pay inequity, either by gender or ethnicity

# Segal Pay Equity Analysis Report

“Segal recommends that the City continue its equitable pay practices across the organization and pay special attention when hiring new employees to the City, as these pay decisions can create inequitable pay relationships. Additionally, Segal recommends the City continue to perform pay equity analyses on a periodic basis (e.g. once ever 1-2 years) to identify trends and ensure equitable pay practices are being upheld.”

# Segal Pay Equity Analysis Report

“Segal recommends that the City continue to uphold its equitable pay practices across the organization. For future cases when hiring new employees, the City will want to ensure that all new hires start at the same salary, regardless of gender or ethnicity, or, if there are different starting rates, there is a rationale for this decision (such as years of experience, education, or another job-related prerequisite). The City will want to thoroughly document these rationales in those cases.”

# Questions

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