



# City of Arlington Council Agenda Bill

Item:  
WS #6  
Attachment  
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<b>COUNCIL MEETING DATE:</b>	
December 12, 2016	
<b>SUBJECT:</b>	
Classification and Compensation Study Discussion	
<b>ATTACHMENTS:</b>	
None	
<b>DEPARTMENT OF ORIGIN</b>	
Administration - Paul Ellis and Heather Logan	
<b>EXPENDITURES REQUESTED:</b>	
<b>BUDGET CATEGORY:</b>	General Fund
<b>LEGAL REVIEW:</b>	
<b>DESCRIPTION:</b>	
At the council meeting December 5, 2016, Victoria McGrath, of McGrath Human Resources Group, presented an overview of methodology, description of how a market-based salary system works, recommended classification system changes, recommended compression strategies, recommended salary schedule for non-represented employees, and benefit market review.	
<b>HISTORY:</b>	
The City of Arlington (City) solicited proposals from interested, highly-qualified, and experienced consulting firms to design, conduct, and assist in the implementation of a comprehensive compensation study for the City's employees. The City received two proposals. Staff reviewed both proposals and has recommended awarding a contract to McGrath Human Resources Group to complete the survey. The last full comprehensive compensation plan was completed in the early 2000s.	
<b>ALTERNATIVES</b>	
<b>RECOMMENDED MOTION:</b>	
Workshop; discussion only.	