

AGENDA

Special City Council Work Session
Of the City of Saint Charles, Missouri
200 North Second Street, Council Chambers
Tuesday, February 23, 2021
5:30 p.m.

1. Roll Call
2. Invocation and Pledge of Allegiance
3. Presentation by the Director of Human Resources Regarding Ideas and Strategies for Class and Comp Studies/Approach

Closed Session, if requested, relative to:

- A. Legal actions, causes of action, or litigation (RSMo 610.021.1)
- B. Leasing, purchase or sale of real estate where public knowledge of the transaction might adversely affect the legal consideration therefor (RSMo 610.021.2)
- C. Hiring, firing, disciplining or promoting of particular employees when information relating to the performance or merit of individual employees is discussed or recorded (RSMo 610.021.3)
- D. Preparation, including any discussions or work product, on behalf of the Council or Its representatives for negotiations with employee groups (RSMo 610.021.9)
- E. Sealed proposals and related documents or any documents related to a negotiated contract (RSMo 610.021.12)

The City of St. Charles, Missouri, fully complies with Title VI of the Civil Rights Act of 1964 and related statutes and regulations in all programs and activities. For more information, or to obtain a Title VI Complaint Form, please call the City Clerk's Office at (636)949-3282 or visit City Hall located at 200 North Second Street, St. Charles, Missouri, 63301.

RCA FORM (OFFICE USE ONLY)

Bill # N/A

MEETING/DATE: 2/23/2021

Regular Special Work Session

ATTACHMENT: YES NO

Report Resolution Ordinance

Request for Council Action

Ward(s): N/A

Sponsor(s): N/A

Description:

Presentation by the Director of Human Resources regarding ideas and strategies for Class and Comp studies/approach.

Contract Extension/Renewal: Yes No

Information Paper Attached: Yes No

Staff Recommendation: Approve Disapprove

Board/Committee/Commission Recommendation: Approve Disapprove

Summary:

As part of the 2021 Council Strategic Plan, the Director of Human Resources will present ideas and strategies for current and future Class & Comp studies/approach.

Budget Impact: (revenue generated, estimated cost, CIP item, etc.)

Fiscal Impact: \$ 0.00 N/A N/A

Account #: N/A

Project #: N/A

RCA prepared by: C Bray Dept. Dir. (u) Finance Dir. N/A Dir. of Admin. (u)



**RECOMMENDED
COMPENSATION PLAN &
FUTURE STRUCTURE**



CITY OF ST. CHARLES HISTORY

- ▶ Compensation study done in 2009 implemented in 2010,
 - ▶ Cost to the city, \$29,000
 - ▶ Focus of this study was to restructure grades
- ▶ Compensation study completed in 2016, with implementation in January of 2017.
 - ▶ Cost to the city approximately \$230,000
 - ▶ Focus of this study, bring all positions to the 60th percentile of the market.
 - ▶ Create a comparable wage grid for all positions.

2016 Compensation Study Alterations

- ▶ Recommendation from McGrath Group
 - ▶ Reduce salaries for all leadership positions
 - ▶ Reduce all salary ranges from 40% to 30%
 - ▶ Reduce the top of each recommended salary range
- ▶ Issues as a result of the above alterations to the data
 - ▶ Compression between leadership and subordinate roles
 - ▶ Difficulty recruiting top candidates in the respective fields
 - ▶ Difficulties in making internal promotions