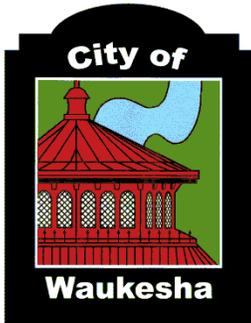




CITY OF WAUKESHA

Administration

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Committee: Human Resources Committee	Date: 1/20/2016
Common Council Item Number: Click here to enter text.	Date: 2/2/2016
Submitted By: Kevin Lahner, City Administrator	City Administrator Approval: Kevin Lahner, City Administrator KL
Finance Department Review: Rich Abbott, Finance Director	City Attorney's Office Review: Brian Running, City Attorney Click here to enter text.
Subject: Consider acceptance of the City of Waukesha Employee Classification and Compensation Study report.	

Details:
 The City contracted with GovHR to conduct a classification and compensation study of the entire City organization except for those employees covered under a police or fire bargaining agreement. During this process GovHR worked closely with Department Heads, Human Resources staff, and administration to conduct this study. In addition to an internal review, the City's compensation was compared against a set of comparison cities that were similar in size and demographics and Waukesha County. Data was received from every comparison city. The attached memo and report provide detailed information regarding the findings.

Options & Alternatives:
 The Common Council could reject this final report. In doing so, the current classification and compensation system would remain in place. The system has not been reviewed for several years, and is out of date. Positions are classified incorrectly and reflect duties that are no longer relevant. The current system does not reflect current market realities and provides no benchmark upon which to classify our positions.

Financial Remarks:
 The Common Council approved the \$44,800 contract with GovHR for the Class and Compensation Study in 2014.



Executive Recommendation:

Recommend acceptance of the City of Waukesha Employee Classification and Compensation Study report.