



Colonial Heights City Council Meeting Agenda Item Executive Summary

City Council Meeting

MEETING TYPE: City Council Regular Meeting

MEETING DATE: May 11, 2021

ITEM: Presentation By The City Manager Regarding Proposed Compression Related Pay Adjustments

DEPARTMENT: City Manager

PROPOSED ACTION: Presentation by Staff for Consideration by City Council.

BACKGROUND: Staff has prepared recommendations for addressing supervisory compression issues in several departments. Staff will provide an overview of the recommended adjustments and related pay plan recommendations. Staff recommends implementation of the compression adjustment effective July 1, 2021 following the 2% cost of living adjustment. If the changes are supported by Council, staff will bring an Ordinance incorporating the related pay plan changes for subsequent Council approval. Documents providing an overview of the adjustments and pay plan recommendations are attached.

BUDGET/FINANCIAL IMPACT:

Funding for this item was included not included in the current-year budget N/A

RECOMMENDATION: Staff recommends Council approval to implement the recommended compression adjustments effective July 1, 2021.

ATTACHMENTS: Compression Adjustments – Summary; Pay Plan Recommendations.

- Staff will be making a detailed presentation on this agenda item at the meeting.
- Staff will provide brief comments and answer questions on this item at the meeting.
- This is a routine procedural item and no presentation is planned for the meeting.

Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.