

SUMMARY REPORT
OF THE COTTONWOOD CITY COUNCIL SPECIAL WORK SESSION HELD OCTOBER 30, 2012,
AT 6:00 P.M., AT THE CITY COUNCIL CHAMBERS BUILDING, 826 NORTH MAIN STREET,
COTTONWOOD, ARIZONA.

This summary is a statement of direction given by the Cottonwood City Council at a Work Session pursuant to A.R.S. § 38-431.02(D.), and is being provided as required by A.R.S. § 38-431.01(D.).

Council Members Present: Mayor Diane Joens, Vice Mayor Karen Pfeifer, Council Members Tim Elinski, Linda Norman, Jesse Dowling, Ruben Jauregui, and Terence Pratt.

ITEMS FOR DISCUSSION, CONSIDERATION, AND POSSIBLE DIRECTION TO STAFF:

PRESENTATION AND REVIEW OF THE COMPENSATION STUDY CONDUCTED BY PUBLIC SECTOR PERSONNEL CONSULTANTS

Kay Tilzer, of Public Sector Personnel Consultants, reviewed the compensation study they had conducted for the city. The scope of the project included review and evaluation of the city's existing classification structure, recommended equitable placement of each classification within the structure, survey of the city's competitive labor market to determine its level of competitiveness, and development of a salary plan that is internally equitable and externally competitive. The salary survey findings are that 50 benchmark classes were below the prevailing rates, 14 were comparable, and 10 were above. The consultant's recommendations were for the city to adopt a permanent prevailing rate-related salary policy, establish the city's level of competitiveness at 100 percent of the market, utilize the fiscal year 2013 permanent salary range table and salary range assignment, annually update the salary plan by reallocating job classes to different salary ranges on the salary range table reflecting individually varying prevailing rate movement of each job class, and bring all employees below minimum up to the minimum of the new range. The approximate cost to implement the salary plan is \$424,433.

ADJOURNMENT

The work session adjourned at 7:44 p.m.