

Resolution 2017-83

A RESOLUTION TO ADOPT A POSITION CLASSIFICATION PLAN AND PAY PLAN FOR THE EMPLOYEES OF THE CITY OF FRANKLIN, TENNESSEE

WHEREAS, the City of Franklin, Tennessee contracted with Burris, Thompson & Associates to conduct a comprehensive classification and compensation study; and

WHEREAS, the goal of this effort was to update the City's pay plan to provide a highly competitive pay structure to attract and retain top talent to deliver high-quality services to the community; and

WHEREAS, job descriptions have been revised by the City's Department directors and the revisions have been reviewed by Burris, Thompson & Associates; and

WHEREAS, using data gathered by Burris, Thompson & Associates, including responses from other public and private sector employers, a market rate for each City job has been identified; and

WHEREAS, the new proposed pay plan reflects positioning the City to be a highly competitive employer within the market which will support the continued delivery of high quality service to the community; and

WHEREAS, full implementation of the Classification and Compensation plan will be implemented in two phases over two budget years and the adopted Budget for Fiscal Year 2017-18 incorporates the recommended first phase of adjustments which raises pay for all employees that are below the minimum pay grade in the pay plan; and

WHEREAS, Phase 1, completed in Fiscal Year 2017-18, will consist of implementing a 5% pay scale adjustment for all non-public safety positions and a 10% pay scale adjustment for all public safety positions on January 1, 2018. The City will ensure all employees' salaries are at least at the new pay range minimums for their job; and

WHEREAS, Phase 2, completed in Fiscal Year 2018-19, will implement an additional 5% pay scale adjustment to all non-public safety positions, effective July 1, 2018.

NOW, THEREFORE, BE IT RESOLVED by the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that:

Section 1. The City of Franklin hereby adopts as its position classification plan the City of Franklin Proposed Pay Structure effective January 1, 2018, attached as Exhibit A. The 2017-2018 budget shall be amended by separate ordinance.

Section 2. The City of Franklin hereby adopts as its position classification plan the City of Franklin Proposed Pay Structure effective July 1, 2018, attached as Exhibit B, subject to Board funding.

Adopted this ____ day of _____, 2017.

ATTEST:

CITY OF FRANKLIN, TENNESSEE

By: _____
Eric S. Stuckey
City Administrator

By: _____
Dr. Ken Moore
Mayor

Approved as to form by:

Shauna Billingsley, City Attorney