



Legislation Details (With Text)

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Type:	Ordinance	Status:		Agenda Ready	
File created:	7/26/2017	In control:		City Council	
On agenda:	8/1/2017	Final action:			
Title:	Consideration of and action on amending the FY 2016-2017 Salary and Classification Scales for full-time employees and execution of payment to begin with the 2nd pay period in August 2017.				
Sponsors:	Human Resources				
Indexes:					
Code sections:					
Attachments:	1. 2017_18 Classification Scales (2), 2. 2017_18 Salary Scales, 3. Amend Pay Range Chart August 2017				

Date	Ver.	Action By	Action	Result
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Consideration of and action on amending the FY 2016-2017 Salary and Classification Scales for full-time employees and execution of payment to begin with the 2nd pay period in August 2017.

Summary:

As discussed during the FY 2017-2018 Budget workshop in June, new Salary and Classification scales for full-time employees are being proposed for the new fiscal year which will become the basis for compensation structures. These scales reflect a 2% Cost of Living Adjustment (COLA), which is the amount of the increase in the Consumer Price Index for All Urban Consumers (CPI-U) in the Houston area for the period of April 2016 through April 2017. This includes all full-time scales including Classified Staff, Leadership (Classified and Non-Classified Staff), and Position Classifications with Grandfathered Roles (Classified Staff).

Due to the outstanding and fiscally responsible efforts of our employees during the current fiscal year, which resulted in many accomplishments and have greatly contributed to the excellent fiscal condition of the City, it is recommended that the FY 2016-2017 salary and classification scales be amended to include the 2% COLA to begin with the 2nd pay period in August 2017.

Fiscal/Budgetary Impact:

Approximately \$71,250 for remainder of FY 2016-2017. The breakdown by fund is as follows:

General Fund - \$60,194

Water/ Sewer - \$8,119

Storm Water - \$307

CCPD - \$1,066

FCPEMSD - \$1,564

Recommend for approval, with payment to begin with the 2nd pay period in August 2017.