



APOPKA CITY COUNCIL AGENDA

March 20, 2024 4:00 PM

Apopka City Hall Council Chambers

APOPKA CITY COUNCIL MEETING WILL BE LIVE-STREAMED ON YOUTUBE. TO WATCH, PLEASE VISIT:

<https://www.youtube.com/CityofApopkaFL>

CALL TO ORDER

INVOCATION

PLEDGE

PRESENTATION

1. Salary and Benefits Consultant presentation
Presented by: John Muller, Gehring Group, a Risk Strategies Company

ADJOURNMENT

Individuals with disabilities needing assistance to participate in any of these proceedings should contact the City Clerk at least two (2) working days in advance of the meeting date and time at (407) 703-1704. F.S. 286.0105 If a person decides to appeal any decision or recommendation made by Council with respect to any matter considered at this meeting, he will need record of the proceedings, and that for such purposes he may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

Any opening invocation that is offered before the official start of the Council meeting shall be the voluntary offering of a private person, to and for the benefit of the Council. The views or beliefs expressed by the invocation speaker have not been previously reviewed or approved by the City Council or the city staff, and the City is not allowed by law to endorse the religious or non-religious beliefs or views of such speaker. Persons in attendance at the City Council meeting are invited to stand during the opening ceremony. However, such invitation shall not be construed as a demand, order, or any other type of command. No person in attendance at the meeting shall be required to participate in any opening invocation that is offered or to participate in the Pledge of Allegiance. You may remain seated within the City Council Chambers or exit the City Council Chambers and return upon completion of the opening invocation and/or Pledge of Allegiance if you do not wish to participate in or witness the opening invocation and/or the recitation of the Pledge of Allegiance.



City of Apopka Compensation & Classification Study

Presented by:
John Muller & Kristen Biazar

March 20, 2024

Overview

- Review project methodology and approach
- Present Gehring Group's recommendations for a compensation structure for the City
- Review financial impact on employees based on new pay bands and compression results
- Review total cost of implementation
- Discuss next steps

Methodology & Approach

- Held discovery meeting to confirm understanding of project goals, scope, milestones, and deliverables
- Completed an overall assessment of the current pay plan
- Reviewed current pay program (pay grades, ranges, classifications, current employee pay data, compression needs)
- Created benchmark worksheets and defined and obtained data set (16 entities)
- Sent out employee surveys
- Reviewed information
- Met with Mayor, Interim City Administrator, HR Director, departments leaders, and officials to review the purpose of the project, needs, and challenges – January 10th

Methodology & Approach

- Benchmarked more than 160 positions against data set
- Developed new pay band ranges and classified all positions
- Met with HR Director and Interim City Administrator to review initial draft
- Reviewed all employees in their positions for compression
- Additional adjustments to increase competition with surrounding area

Observations & Findings

- Review and updated specific classification titles
 - Maintenance Worker II
 - Administrative positions
 - IT Supervisor to IT Manager
- Discussed Gehring Group's recommendations for new pay bands & pay compression with Interim City Administrator and HR Director
 - New pay bands created and several moved

Observations & Findings

- Employees below the minimum of the new pay band: 146
 - Total Cost: \$725,617
- Compression Cost: \$573,941
- Adjustment to pay grades by 80th percentile:
 - Financial Impact including benefits: \$1,660,371
 - Without benefits: \$1,299,558
 - Employees Affected: 223

Next Steps

- Present compression workbook
- Assist with implementation