



City of League City, TX

300 West Walker
League City TX 77573

Text File

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Status: ATS Review

In Control: City Council

File Type: Agenda Item

Title

Presentation of proposed recommendations from Segal Waters Consulting regarding the 2017 Compensation and Classification Study (Director of Human Resources & Civil Service)

..Background:

On April 26, 2017, Council approved a resolution authorizing the City Manager to execute an agreement with Segal Waters Consulting to perform a compensation and classification study.

Segal Waters reviewed the City's current classification and compensation system, in comparison to 16 like cities in Texas, collected survey data of external labor market(s) for all City positions, analyzed and evaluated that data objectively, and made recommendations to the City to ensure both internal equity and external competitiveness, which may result in changes or adoption of a newly designed compensation system.

While the estimated completion was estimated to be late August-mid September, Hurricane Harvey affected review, analysis and collaboration time between Segal Waters and the Human Resources team. As part of the study, 50 positions were selected and reviewed for classification as interpreted by the Fair Labor Standards Act and a market analysis was conducted on various positions across the entire City.

Segal Waters will provide a cost analysis and adjustment recommendations. This will be an initial high-level discussion to determine next steps in the implementation and timing of any potential adjustments and future maintenance plans related to pay for City employees.

ATTACHMENTS:

1. Data Sheet

FUNDING

{x } NOT APPLICABLE

{ } Funds are available from Account # _____

{ } Requires Budget Amendment to transfer from Account # _____ to Account # _____