

## RESOLUTION 17-60

**A RESOLUTION OF THE GOVERNING BODY OF THE CITY OF ROSWELL APPROVING IMPLEMENTATION OF THE AMENDED GRADE AND STEP SCALE, APPROVING THE INCLUSION OF THE COST TO IMPLEMENT INTO THE FISCAL YEAR 2018 MID-YEAR BUDGET, AND AUTHORIZING THE CITY MANAGER TO EXECUTE RELATED AMENDMENTS AND ACTIONS TO IMPLEMENT AND TO MANAGE THE ONGOING EXECUTION OF A CLASSIFICATION AND COMPENSATION PLAN**

**WHEREAS**, it is the will and desire of the City Council to update the foundation of the City's personnel management system and the basis for compensating employees; and

**WHEREAS**, it is further the will and the desire of the City Council to attract and to retain qualified and quality personnel with salaries competitive within the labor market and internally equitable within the City; and

**WHEREAS**, in order to develop consistent internal relationship differentials, sound compensation structures, and an equitable linkage with 21st century labor market compensation trends, the City Manager prepared a plan for all City of Roswell employees based upon the "Overview and Critique of Recommended Classifications and Preliminary Salary Grade Assignments Study" completed by PUBLIC SECTOR PERSONNEL CONSULTANTS on September 11, 2014; and

**WHEREAS**, implementation of the Grade and Step Scale will require adjustments to related documents and agreements, including those such as existent salary schedules for all City employees and will be subject to negotiation and subsequent agreement with the employees covered by an existing Collective Bargaining Agreement; and

**WHEREAS**, it is the will and desire of the City Council to implement the comprehensive classification and compensation management plan for City of Roswell employees to the extent permitted by existing agreements or otherwise allowed by law and to facilitate the City's ongoing adoption of the plan and related matters.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL AS THE GOVERNING BODY OF THE CITY OF ROSWELL, NEW MEXICO, that:**

SECTION 1. That the City Council hereby approves implementation of the Grade and Step scale, attached hereto as Exhibit "A", and the inclusion of the cost to implement said plan into the Fiscal Year 2018 mid-year budget adjustment.

SECTION 2. That the City Council authorizes the City Manager, or his designee, to execute related amendments and action necessary to the purpose of implementation of the Grade and Step scale, including but not limited to entering negotiation in the future at an appropriate time with the Collective Bargaining Units to integrate members to the new scale.

SECTION 3. That the City Council establishes a minimum and maximum salary range for each position in the Classification Plan and authorizes the City Manager, or his designee, to take necessary actions to implement a Classification and Compensation Plan, including but not limited to making revisions to related documents, the updating of individual classifications and schedules beginning with the Fiscal Year 2019 Budget and on an as-needed basis.

SECTION 4. That the City Council authorizes the City Manager to consider market studies, cost of living adjustments and implementation of processes that allow an employee to move across the Grade and Step scale throughout their career with the City.

PASSED, ADOPTED, SIGNED and APPROVED the 9 day of November 2017.

CITY SEAL

  
Dennis Kintigh, Mayor

ATTEST

  
Sharon Coll, City Clerk





CITY OF ROSWELL

2017 GRADE AND STEP PAY PLAN

EFFECTIVE FY18/19 7/1/18

STEP INCREASES:

2.00%

SPREAD:

45.7%

COLA ADJUSTMENT - effective 1/1/2018:

0.50%

GRADE INCREASE:

2.00%

ANNUAL																				
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
107	\$129,830	\$132,427	\$135,075	\$137,777	\$140,532	\$143,343	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138
108	\$132,427	\$135,075	\$137,777	\$140,532	\$143,343	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920
109	\$135,075	\$137,777	\$140,532	\$143,343	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779
110	\$137,777	\$140,532	\$143,343	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714
111	\$140,532	\$143,343	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729
112	\$143,343	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823
113	\$146,210	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000
114	\$149,134	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260
115	\$152,116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260	\$221,605
116	\$155,159	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260	\$221,605	\$226,037
117	\$158,262	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260	\$221,605	\$226,037	\$230,558
118	\$161,427	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260	\$221,605	\$226,037	\$230,558	\$235,169
119	\$164,656	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260	\$221,605	\$226,037	\$230,558	\$235,169	\$239,872
120	\$167,949	\$171,308	\$174,734	\$178,229	\$181,793	\$185,429	\$189,138	\$192,920	\$196,779	\$200,714	\$204,729	\$208,823	\$213,000	\$217,260	\$221,605	\$226,037	\$230,558	\$235,169	\$239,872	\$244,670