



AGENDA
CITY OF LAKE WORTH BEACH
CITY COMMISSION WORK SESSION - PAY PLAN
CITY HALL COMMISSION CHAMBER
TUESDAY, APRIL 16, 2024 - 5:00 PM

ROLL CALL:

PLEDGE OF ALLEGIANCE: led by Vice Mayor Christopher McVoy

UPDATES / FUTURE ACTION / DIRECTION

A. [Overview of Class and Compensation Study Process](#)

ADJOURNMENT:

The City Commission has adopted Rules of Decorum for Citizen Participation (See Resolution No. 13-2023). The Rules of Decorum are posted within the City Hall Chambers, City Hall Conference Room, posted online at: <https://lakeworthbeachfl.gov/government/virtual-meetings/>, and available through the City Clerk's office. Compliance with the Rules of Decorum is expected and appreciated.

If a person decides to appeal any decision made by the board, agency or commission with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she 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. (F.S. 286.0105)

STAFF REPORT SPECIAL MEETING

AGENDA DATE: April 16, 2024

DEPARTMENT: Human Resources

TITLE:

Overview of Class and Compensation Study Process

SUMMARY:

The City of Lake Worth Beach has encountered increasing difficulty in the past several years with employee retention and recruitment. Staff members have repeatedly cited compensation as the main reason for leaving the City of Lake Worth Beach to pursue employment at other local government entities. In response to this disturbing trend, the City of Lake Worth Beach has hired Human Resources Compensation Consultants (HRCC) to perform an analysis of local compensation trends and develop a pay plan that allows the city to become a more attractive employer to local candidates.

BACKGROUND AND JUSTIFICATION:

HR Compensation Consultants, officially certified by the state of Florida as a Minority Business Enterprise, is a multifaceted consulting firm providing individualized human resources services. HRCC was formed in 2003 to offer Human Resource and Compensation consulting to a variety of organizations including global companies, government agencies, non-profits, and small entrepreneurial firms. HRCC's principal, Katie Busch, focuses on pay plan design for local governments (50% of total business), non-profits (5% of total business) and private sector clients (45% of total business).

HRCC provides surveys, analysis and development of base pay programs, classification systems and pay administration guidelines. Manage merit/salary planning processes. HRCC reviews pay and creates plans so you can administer pay fairly and consistently identify and correct inequities and provide managers with good pay guidance using performance management software.

Ms. Busch will give an overview of the process as well as current compensation trends.

MOTION:

N/A

ATTACHMENT(S):

Fiscal Impact Analysis – N/A