

RESOLUTION
ADOPTING AN UPDATED COMPENSATION PLAN PAY SCALE FOR EMPLOYEES
OF THE CITY OF CHARLOTTESVILLE

WHEREAS, the City of Charlottesville wishes to provide a fair and equitable compensation and classification program for all employees; and

WHEREAS, the City of Charlottesville adopted a Personnel Policy on October 17, 2022; and

WHEREAS, the adopted Personnel Policy requires an updated and revised classification and pay plans, along with a revised and updated compensation policy; and

WHEREAS, the City of Charlottesville engaged with Gallagher, a global consulting service, to engage in a Classification and Compensation Plan that was completed in March 2023; and

WHEREAS, the results of the Classification and Compensation Study have been reviewed by City staff and presented to the City Council that contained recommendations for updates to the classification plan and pay plan; and

WHEREAS, Chapter 19, Article I, Section 19-3 of the Charlottesville Code of Ordinances requires that the organization have a pay plan consisting of a salary range for each class of positions in the aforementioned classification plan, which shall provide for increments within such range to be earned by length of service and satisfactory performance; and

WHEREAS, Chapter 19, Article I, Section 19-3 of the Charlottesville Code of Ordinances requires that such a pay plan be submitted to the city council by the city manager for review and approval; and

WHEREAS, the City of Charlottesville engaged in appropriate revisions of the Classification Plan and Pay Plan and Policies in accordance with the presented Classification and Compensation presentation and the aforementioned Code of Ordinances sections;

NOW, THEREFORE, BE IT RESOLVED, by the Charlottesville City Council that the Employee Compensation Plan, also known as a pay plan, and City Compensation Policy be approved with implementation effective August 21, 2023, subject to annual appropriation of funds.