the city of Doraville℠

DIVERSITY | VITALITY | COMMUNITY

THE CITY OF DORAVILLE
AGENDA ITEM SHEET

Subject: Exempt Employees and Salary Study

Date of Meeting: 12/6/10

Budget Impact: ■ Yes □ No

Budget Impact Amount: $_____

Funding Source:

■ Annual □ Capital □ Grant □ N/A

Regular Meeting ■
Work Session □
Recommendation □
Policy/Discussion □
Report □
Other □

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Action Requested:

To establish specific positions in the city that are exempt and bring the salary in-line to reflect comparable and neighboring cities.

History, Facts, Issues:

Our City Attorney has requested that the city create exempt employees for some time and council has refused to do so. With the information presented regarding over-time and recent changes in the Employee Manual, now is an appropriate time to make necessary changes and if needed, salary adjustments. The research done via DCA reports shows there could be some salary inequities (attached comparison). But I do not feel this is accurate or adequate to make final decisions on base starting salaries for exempt employees.

Options: Make certain employees exempt or continue overtime. Contract GMA or other to do study.

Recommended Action:

Make certain employees exempt (all department heads) and eliminate overtime for exempt employees. Retain GMA or others to conduct salary study.

Department: Finance/Council **Department Head:** Mayor

Administrative Comments and Recommendation: _____

Action Taken By Board: _____