

DeFuniak Springs City Council  
Workshop Meeting  
June 6, 2017

The following members were present: Mayor Bob Campbell, Councilmembers: Janie Griffith, Ron Kelley, Kermit Wright, and Wayne Graham, Interim Assistant City Manager Craig Drake, and City Clerk Loretta Laird. Mayor Pro-Tem Henry D Ennis, Sr., City Attorney Clayton Adkinson, and Interim Finance Director Sandra Arnold were absent from the meeting.

Mayor Campbell called the meeting to order at 5:30 p.m.

Mercer Group Compensation Study

Phil Robertson, Mercer Group, Inc. representative, discussed the May 15, 2017 final draft report of the compensation and classification study as requested by the DeFuniak Springs City Council at the March 14, 2016, regular meeting.

The report is to insure the employee's job functions are properly classified and the employees are receiving fair market wages within the area for the duties being performed.

The factors used in the factor evaluation system were: knowledge, supervisory control, supervision exercised, existing judgement guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, and work environment.

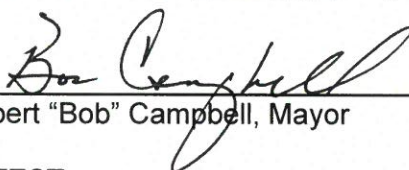
The total cost to implement the new pay structures would be \$127,679.89, which would provide all employees to the minimum pay grade salary amount. Discussion occurred relating to implementing the new pay structure through several budget years.

The Mercer Group, Inc. provided two provisions and recommendations relating to the study which include hiring new applicants, with qualifications exceeding the stated minimum for the position up to the Mid-point of the salary grade with a recommendation from the affected manager and human resources director that is endorsed by the city manager and the city to make annual adjustments to the pay plans and employee salaries based on annual analysis of the consumer price index or other indices most reflective of the true cost of living for the area.

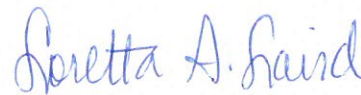
Adjournment

There being no further business, the meeting adjourned at 6:51 p.m.

ADOPTED on this 26th day of June, 2017.

  
\_\_\_\_\_  
Robert "Bob" Campbell, Mayor

ATTEST:

  
\_\_\_\_\_  
Loretta A. Laird, City Clerk