

RESOLUTION NO. 196-2021

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS,
AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT WITH
BAKER TILLY US, LLP FOR A COMPENSATION AND CLASSIFICATION STUDY**

WHEREAS, the City of Abilene last completed a compensation and classification study in 2017; and

WHEREAS, in general, it is considered best practice to complete a compensation and classification study every five years; and

WHEREAS, while the City has only hit year four since its last compensation and classification study was completed, the market conditions have dramatically changed and workforce attraction and retention issues are more problematic than ever; and

WHEREAS, a new compensation and classification study will allow the City to better adjust existing pay structures based on real data, and use it to attract and retain a skilled and qualified workforce; and

WHEREAS, Baker Tilly is the ninth largest accounting firm in the United States, and over the last five years has completed twenty-one classification and compensation studies for public sector organizations; and

WHEREAS, in addition to a compensation comparison analysis with our ten peer public entities, Baker Tilly will also analyze benefits so we will have a better understanding of our total compensation package in regards to our labor market; and

WHEREAS, Baker Tilly will assist the City in the implementation of the Systematic Analysis and Factor Evaluation (SAFE) system developed exclusively for the evaluation of public sector positions; and

WHEREAS, the SAFE system has been successfully used for many years and has been reviewed in Federal Court in conjunction with an Equal Employment Opportunity (EEO) suit and found acceptable to the Court; and

WHEREAS, the SAFE system will help the City classify jobs and compensate for positions based on internal equity in the organization, and Baker Tilly will train City personnel to ensure the City can administer the SAFE system moving forward; and

WHEREAS, Baker Tilly will develop the City's new pay structure in cooperation with City administration, and identify three funding scenarios to implement the plan; and

WHEREAS, staff recommends that the City Council authorize the City Manager to enter into a Professional Services Agreement with Baker Tilly US, LLP in the amount of \$90,500.00 for a compensation and classification study.

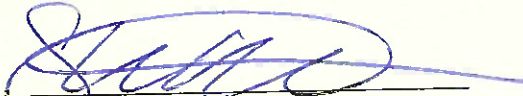
NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS:

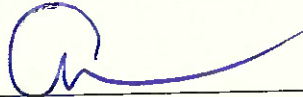
PART 1: That the City Manager is authorized to enter into a Professional Services Agreement with Baker Tilly US, LLP for a compensation and classification study in the amount of \$90,500.00.

PART 2: That this Resolution is effective immediately upon adoption.

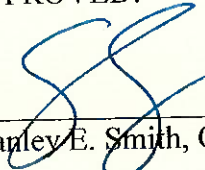
ADOPTED this 18th day of November, 2021.

ATTEST:


Shawna Atkinson, City Secretary


Anthony Williams, Mayor

APPROVED:


Stanley E. Smith, City Attorney

