



City of Racine, Wisconsin

AGENDA BRIEFING MEMORADUM

AGENDA DATE: September 9, 2024

SUBJECT: Communication sponsored by Mayor Mason, on behalf of the Human Resources Director, requesting approval of the Classification and Compensation study for the General Employees.

PREPARED BY: La’Neka Horton, Human Resources Department

BACKGROUND: The main goal of the classification portion is to develop equitable and reliable classification descriptions internally aligned and accurately reflective of current roles, responsibilities, duties and qualifications. The compensation portion of the study is to review how the City of Racine salaries compare to the market, internal equity and update our formal system.

Three areas being addressed: Internal Equity, External Competitiveness and Formal Systems

Fiscal note: The estimated annual impact is \$194,000. Funds are available in the 2024 and incorporated in the 2025 budget across various divisions and funding sources.

RECOMMENDATION ACTION: That the Human Resources Director be granted approval to implement the Classification Study for General Employees as presented.