

RESOLUTION

RESOLUTION ADOPTING THE HUMAN RESOURCES DEPARTMENT RECOMMENDATIONS REGARDING A CLASSIFICATION AND COMPENSATION STUDY RELATED TO THE POSITIONS OF CITY MANAGER, MUNICIPAL COUNSELOR AND CITY AUDITOR

WHEREAS, in 2021 The City of Oklahoma City contracted with Segal Group, Inc. to review the City's employee classification and compensation programs, not to include the three (3) Council appointed positions of City Manager, Municipal Counselor, and Auditor; and

WHEREAS, the Total Rewards Division of the Human Resources Department was asked to perform a similar compensation study as that performed by Segal Group, Inc. for those appointed positions; and

WHEREAS, in performance of its study, Total Rewards requested data on the positions of City Manager, Municipal Counselor, and Auditor from the same set of fifteen (15) public sector employers as that utilized by Segal Group, Inc. for all employee groups, as well as the same group of cities surveyed for the annual appointed position reviews conducted in November of 2023; and

WHEREAS, thirteen (13) of the public sector employers chosen by Segal Group, Inc. responded with requested salary data, however, following analysis of reported salary in conjunction with population, the responses from the cities of Broken Arrow, Edmond and Norman were discarded; and

WHEREAS, thirteen (13) cities with a comparable title of City Manager responded with salary data. Those cities included Allen, Texas; Atlanta, Georgia; Austin, Texas; Charlotte, North Carolina; Dallas, Texas; Frisco, Texas; Fort Worth, Texas; Grapevine, Texas; Kansas City, Missouri; Plano, Texas; Reno, Nevada; San Antonio, Texas; and Tuscan, Arizona;

WHEREAS, ten (10) cities with a comparable title of Municipal Counselor responded with salary data. Those cities included Atlanta, Georgia; Austin, Texas; Charlotte, North Carolina; Fort Worth, Texas; Kansas City, Missouri; Nashville, Tennessee; Plano, Texas; Salt Lake City, Utah; and Tuscan, Arizona; and

WHEREAS, twelve (12) cities with a comparable title of City Auditor responded with salary data. Those cities included Atlanta, Georgia; Austin, Texas; Charlotte, North Carolina; Dallas, Texas; Fort Worth, Texas; Grapevine, Texas; Nashville, Tennessee; Reno, Nevada; Salt Lake City, Utah, San Antonio, Texas; Tuscan, Arizona; and Tulsa, Oklahoma; and

WHEREAS, the Total Rewards Division did not take into account any Geographic Cost-of-Labor adjustments for the appointed positions; and

WHEREAS, utilization of the same percentage of market target as Segal Group, Inc. results in no recommended salary adjustment for the positions of Municipal Counselor and City Auditor, but does result in a recommended salary adjustment to the position of City Manager; and

WHEREAS, the Charter of The City of Oklahoma City, Article II, Section 16 provides that the Council shall appoint the City Manager and establish a salary for services by a two-thirds roll call vote of the entire Council-elect; and

WHEREAS, the Human Resources Department, Total Rewards Division, recommends a positive adjustment of seven percent (7%) applied to the current salary, as of this date, authorized for the position of City Manager.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of The City of Oklahoma City that the recommendation of the Total Rewards Division of the Human Resources Department be adopted.

APPROVED AND ADOPTED by the City Council and **SIGNED** by the Mayor of The
City of Oklahoma City, Oklahoma, this 30TH day of JANUARY, 2024.

ATTEST:

THE CITY OF OKLAHOMA CITY



City Clerk





MAYOR

REVIEWED for form and legality.



Assistant Municipal Counselor