



AGENDA REPORT

Mayor's Office

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| DATE: | June 7, 2022 |
| TO: | Mayor Butt and Members of the City Council |
| FROM: | Mayor Tom Butt |
| Subject: | The Segal Group Inc., Classification and Compensation Study |
| FINANCIAL IMPACT: | None |
| PREVIOUS COUNCIL ACTION: | April 21, 2020, January 18, 2022 |
| STATEMENT OF THE ISSUE: | The City contracted with The Segal Group, Inc., to conduct a Class and Compensation Study. The end date of the contract was June 30, 2022, but the submitted schedule anticipated completion in 7 months, which would have been December 2020. The results of the study have yet to be released to the City Council or the public. |
| RECOMMENDED ACTION: | DIRECT the City Manager to release the Class and Compensation Study to the City Council – Mayor's Office (Mayor Tom Butt 510-620-6503). This item was continued from the May 17, 2022, and May 24, 2022, meetings. |

DISCUSSION:

The objective of the Class and Compensation Study was to provide information about comparable classifications and compensation in public agencies similar in size and

complexity to Richmond. It was intended to be used as a tool to evaluate practices in Richmond, ensure that Richmond is competitive in the labor marketplace, and plan for future budgets.

The results of the study have been available to staff for a significant period, but the City Council continues to be told that “there are questions.”

If there are questions or continuing issues, they can continue to be pursued, and can be flagged by staff, but this study needs to be released.

DOCUMENTS ATTACHED:

Attachment 1 – Contract with The Segal Group, Inc.