
From: Concerned Citizen <sparks.concerned.citizen@gmail.com>

Sent: Monday, September 10, 2018 7:06:30 AM

To: Lawson, Ed

Subject: Hay Compensation System Hurts Employees

Mr. Ed Lawson,

Hay's System of compensation will hurt nearly half of the employees with the City of Sparks. Employees at the top of their current salary band will see their pay frozen for many years. Employees who have not reached the top of their salary band will see their pay frozen far below their current band. Both instances leave employees with an unnecessary and painful financial burden for several years down the road. This financial burden placed on so many employees will subsidize irresponsible pay raises for people at the top. The deputy city manager and the human resource manager were in direct charge of the Hay system project. They both received monumental raises, this is a violation of ethical standards. I beg you to consider this information before the city council meeting.