

September 6, 2018

Mayor Geno Martini

[REDACTED]
[REDACTED]

Re: City Council Meeting of 9/10/18, General Business Items regarding Employee Contracts

Dear Mayor Martini,

I write this letter out of concern for the agenda items going forward on the September 10, 2018 City Council meeting. The agenda items I am referring to are for consideration and discussion of the employee contracts and resolutions.

As you may be aware, a consultant by the name of the Hay Group conducted a study regarding the pay levels and positions the City currently has. What you will consider at Monday's meeting are their recommendations. Although, there are employees who will get a long overdue pay increase, there are positions the Human Resources Department is still working through. If these contracts are approved, the approval will allow for these positions to have a significant decrease in annual pay.

Please consider continuing these agenda items to a date when Human Resources has actually worked on these "outliers" and have included the outcomes to City Council.

It is my opinion Human Resources has not done their job completely by bringing these items forward. Employee's livelihoods will be affected and moral could be lowered.

Since I have worked for the City, it has always been Human Resources who has outlined the job descriptions for each position. City employees bettered themselves to qualify and move up the ranks (if you will). The Hay Study does not reflect that and some positions are being grouped together that should not be. I ask you to question staff on that.

I cannot speak for every employee but believe me when I say we would rather see more time spent on this and get it right than have these contracts and resolutions get approved.

Thank you for taking the time to read this letter.

Respectfully,

A concerned Sparks employee