

City Council – Action Request Form

Date: March 22, 2022

To: Mayor, Mayor Pro Tempore, and Members of the City Council

From: Johnnie Taylor, Assistant City Manager
Dr. Marquis H. Barnett, Human Resources Director

Council Action Requested:

Resolution Amending Article II of the City of Winston-Salem Personnel Resolution Adjusting the Flat Rate Pay Plan

Strategic Focus Area: Service Excellence

Strategic Objective: No

Strategic Plan Action Item: No

Key Work Item: No



Summary of Information:

On June 21, 2021, the City Council approved an amendment to the Personnel Resolution raising the minimum pay for all positions in the regular pay plan to \$15.00 an hour or \$31,200 annually, effective January 1, 2022. The resolution did not include part time seasonal employees on the Flat Rate Pay Plan (ticker takers, lifeguards, casual laborers, etc.).

This action adjusts the Flat Rate Pay Plan to a minimum wage of \$15.00 per hour while maintaining the current spread between positions on the plan. The estimated annual cost for this adjustment is \$242,000. Initial costs will be covered with current salary savings and the ongoing costs will be included in the FY22-23 budget.

Committee Action:

Committee	<u>CDHGG 3/22/22</u>	Action	<u>Approval</u>
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For	<u>Unanimous</u>	Against	<u></u>
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Remarks: