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**Agenda Item:** Discuss and Consider Approval of FY23 Salary Ranges

**Background:** A large part of the Park Board’s “product” is the high service levels provided by our workforce. It is imperative that our compensation structure supports attracting strong applicants to join the Park Board, rewards strong performers, and encourages employees who make strong contributions to stay.

In FY22, new salary ranges were adopted to replace those from FY16. At that time, a two-year plan was designed to change both the mindset and structure to focus on market pay for positions. The first year was focused on non-exempt positions and the second year will include focus on both non-exempt and exempt positions. At the time the last ranges were approved, the key challenges being addressed were recruiting and retention of non-exempt staff, career progression in skilled labor roles, seasonal lifeguard rates, and positions paying less than living wage.

Successes during the last year include an increased applicant pool for open year-round positions due to more competitive wages, a year-to-date reduction in turnover of 12%, multiple promotional opportunities in skilled labor roles, and a higher percentage of lifeguard positions filled this summer. The key challenge remaining from the first-year plan is to address the rates for seasonal beach parks staff.

In May 2022, the Park Board provided data for a salary survey being conducted by Evergreen Solutions for the City of Galveston and the City of League City. Once the data is tabulated, a final report will be provided to the Park Board that will provide current wage information for many of our positions. This data will be used as part of calculating adjustments based on market and the new ranges to allow the compensation structure to remain competitive.

For FY23, key changes proposed to the current salary ranges are:

- Movement of all Executive positions to negotiable
- Change of range placement for some positions based on changes in scope of role and reporting structure
- Change of range placement for some positions based on market for recent hires
- Addition of new positions in Coastal Zone and Tourism Development
- Adjustment of first range to midpoint near \$15 per hour
- Expansion of the width of the exempt ranges

Key compensation focuses in FY23 are to continue to better tie pay to staff performance and current market conditions, to continue to formalize career ladders in job families to allow for staff progression, and identifying opportunities for high performers to continue to grow through mentoring, cross-training, and project work to increase the likelihood of internal succession when openings occur. The proposed ranges support these focuses.

**Staff Recommendation:** Staff recommends implementation of the new salary ranges for FY23. This item was presented to the Finance and Operations committee on August 9, 2022, and was approved unanimously.

**Funding Source (if applicable):** Salary contingency for market adjustments will be included in each department’s salary budget for FY23.