



CITY OF LAREDO

HUMAN RESOURCES DEPARTMENT

February 6, 2023

Greeting to All,

We, in the Human Resources Department are very aware that every employee is anxiously awaiting the Segal Compensation and Classification Study recommendations and how it may impact the employee personally. As promised, the study was completed within the nine (9) month period given for the completion of the project. The study determined 53% of the employee population is within or above the studied market range and the remaining 47% of the employee population could see a salary adjustment, time in position, and/or a position title change. Lastly, all employees will be transitioned into a new position grade numbering system.

On Monday, December 5, 2022, Segal presented the overall finding of the Segal Compensation and Classification Study of Laredo non-collective bargaining employees. City Council approved the recommendations that will take effect on February 5th, and being realized on the check of February 24, 2023.

City Management and the Human Resources Management Team met with each Department Director and shared with them a Department summary of any proposed recommendations made by our consultants Segal. Directors were asked to review the data to ensure that all their employees were listed and hierarchy of supervision is correct. Directors were asked not to share the information with their staff and to keep all the information CONFIDENTIAL, but to submit any concerns and/or recommendations that they had for their respective departments (if applicable). JDQ's submittals or lack of submittals were not of consideration at this phase.

The Human Resources Department completed the review of all recommendations/concerns submitted by each respective Director, analyzed, and weighed the data for final project outcome. It is our goal to advise individual employees, through a written letter, on what the impact of the final recommendations made on the Compensation and Classification Study will be for them. The target date to release this letter by no later than Friday, February 10, 2023.

Once again, thank you for your patience and know that we value what each of you brings to this organization.

Sincerely,

Linda C. Teniente
Human Resources Director