CITY OF HARRISONBURG

November 24, 2026 City Council Meeting

Title

Presentation on the Annual Compensation Market Study (Three-Year Contract) – Information Only

Angela K. Clem, Director of Human Resources
Marissa B. Keagy, Deputy Director of Human Resources

Summary

Ms. Clem will be presenting information on the upcoming annual compensation market study. The City is contracting with Baker Tilly for a three-year period to complete the market assessment, evaluating 1/3 of its positions per year, representing all grades in our respective salary schedule. This will inform competitiveness with the external market and pay equity within the organization.

Recommendation

Option 1. This item is for information only at this time.

Fiscal Impact

The cost for the annual compensation market study (for a three-year contract period) has been budgeted for within the Human Resources professional services (consulting services) budget.

Context & Analysis

N/A

Options

1. N/A

Attachments

1. Power Point Presentation/Slide Deck