

From: [Kelly Murtaugh](#)
Sent: Tuesday, March 22, 2022 1:35 PM
To: [All City](#)
Subject: Comp & Class, Vol. 2

To All City Employees,

Thank you for your engagement in the job description reviews. Your suggestions are insightful and I hope that your questions are being answered.

Our consultant, Abdo Solutions, is reviewing a number of documents as they prepare for their portion of the job description review and, eventually, the compensation study. We submitted our organizational charts, current pay structure, most recent pay equity report, and union contracts.

As our job descriptions are updated, they are being submitted to Abdo. The consultants will then ensure Fair Labor Standards Act (FLSA) and Americans with Disabilities Act (ADA) compliance. The next step will be to apply the Hay Methodology for position pointing.

The *Hay Methodology* summary and other documents related to the Comp & Class study are in the shared drive, S:\Comp & Class Study, and are available to you at any time. We will also be adding these same materials to the [intranet](#) by the end of this week—choose the access that works best for you! If you have any questions or comments on the process, please reach out to your supervisor or myself.

Thank you for your commitment to the City and our important work!

Kelly

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