



TO: Minneapolis Park and Recreation Board

FROM: Jennifer Ringold, Deputy Superintendent

DATE: October 1, 2024

SUBJECT: 2024 ORGANIZATION WIDE MARKET BASED WAGE STUDY

BACKGROUND

The MPRB has expressed an interest in realigning expectations regarding a compensation strategy and structure to reinforce a competitive market placement. To that end, the MPRB initiated a Request for Proposals (RFP) in March 2024. In May 2024, MPRB engaged a Certified Compensation Professional Consultant to perform a comprehensive, organization wide compensation evaluation of the Park Board. The Consultant was engaged to develop a compensation strategy that reflects MPRB's philosophy to pay employees a fair and competitive wage; to establish a market peer group; to perform internal benchmarking across divisions and departments; and to perform external market benchmarking to ensure competitive market wages. This presentation will discuss that process and the resulting compensation strategy. This item is for review purposes only.

PREVIOUS BOARD ACTIONS

This discussion items supports the following goals and strategies in Parks for All, the MPRB Comprehensive Plan 2021-2036.

Goal:

08. Cultivate a thriving workforce

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Strategy:

8.12: Draw exceptional internal and external employment candidates to MPRB as a celebrated employer and build and maintain a skilled and employable workforce through education, placement, and training.

8.3: Recruit a diversity of staff across all departments and at all levels of leadership that represents the rich racial, cultural and economic diversity of the city.

Attachments:

Jbr 10.1.2024.