



City Council Agenda Report
May 27, 2025

TO: Honorable City Council

FROM: Jesus M. Gomez, City Manager

BY: Carina Montes, Director of Human Resources/Risk Manager

SUBJECT: CITYWIDE CLASSIFICATION AND COMPENSATION STUDY

Background:

At the direction of City Council, the City initiated a comprehensive classification and compensation study in partnership with TrueComp and CPS HR Consulting. This marks the first formal review of the City's classification and compensation study.

The study evaluated job families, career fields, and classification titles to assess market competitiveness, internal equity, and structural alignment.

Over the past nine months, the consultants have thoroughly studied compensation models across comparable cities, including Carson, Downey, Gardena, Pico Rivera, Torrance and Whittier. This benchmark aligned Norwalk's compensation practices with the broader public sector market.

During the study, key issues were identified, including internal equity discrepancies among positions, market competitiveness of salaries, pay compaction within job classifications, stagnation for employees at the top of the pay scale, and challenges in employee retention and talent attraction.

CPS HR representatives will present their methodology and findings, providing data-driven recommendations to support equitable, competitive, and sustainable compensation practices.

Fiscal Impact:

The financial impacts of the Classification and Compensation study will be discussed as part of the annual budget.

Citizens Advised:

N/A

Strategic Plan 2023 Implementation:

The recommended action will further the City's Strategic Plan Goal 1: Provide high quality customer service to the community.

Recommended Action:

Receive and File.

Attachments:

N/A