

STOCKBRIDGE CITY COUNCIL

Mayor Anthony S. Ford
At-Large

Mayor Pro Tem LaKeisha Gantt
Council District 1

Councilmember Alphonso Thomas
Council District 2

Councilmember Kyle D. Berry, Sr.
Council District 3

Councilmember Yolanda Barber
Council District 4

Councilmember Elton Alexander
Council District 5

CITY MANAGER

Vacant

CITY CLERK

Vanessa Holiday

CITY TREASURER

Frank Milazi

CITY ATTORNEY

Quinton G. Washington

City Council Retreat Planning Session Agenda March 19, 2025 9:00 AM



TRU BY HILTON HOTEL

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AGENDA PLANNING SESSION RETREAT CITY OF STOCKBRIDGE

WEDNESDAY, MARCH 19, 2025 9:00 AM

DAY 1

9:00 AM: WELCOME & CALL TO ORDER

Mayor Anthony Ford (Acting City Manager)

9:30 AM: GOVERNMENT RELATIONS

GMA District 3 Rep. Michael McPherson

10:30 AM: CODE CARES

Councilwoman Yolanda Barber

11:00 AM: FINANCE

Frank Milazi, City Treasurer

12:00 PM: LUNCH

1:00 PM: FINANCE

Frank Milazi, City Treasurer

2:00 PM: CAPITAL PROJECTS

Governing Body

2:45 PM: BREAK

3:00 PM: CAPITAL PROJECTS

Governing Body

4:00 PM: POLICE UPDATE

Frank Trammer, Police Chief

5:00 PM: ADJOURN

CITY COUNCIL
PLANNING RETREAT
HUMAN RESOURCES
PRESENTATION



March 20, 2025

HUMAN
RESOURCES

COMPENSATION
STUDY

TRUECOMP



Background:

The last compensation study was conducted in 2018. The study was challenging due to outdated data, making implementation difficult and costly. The organization now aims to adopt a more proactive approach by aligning compensation levels to the median or up to the 75th percentile.

- **Recruitment and Retention Challenges:**
The organization faces challenges in retaining in executives, mid-level staff and some entry level staff for critical roles. Competitive compensation packages are essential to attract and retain talent in key areas.
- **Tools and Data Management:**
Incode software is used for financial data management to support strategic planning and budgeting.
- **Pay Plan and Financial Strategy:**
A review of the current pay plan is required, with an emphasis on avoiding a comprehensive compensation study or major updates. The targeted range for compensation is to remain between the median and the 75th percentile.

Key Considerations



FUTURE STATE



By leveraging the tools and resources available at GOVInvest/True Comp, the organization aims to enhance its financial forecasting capabilities, optimize pay plans, and develop strategies that ensure competitive compensation. This approach will provide data-driven insights to better understand the costs associated with staffing decisions and align budget allocations with long-term strategic goals.

- Reviewing Compensation data every 3 to 5 years is no longer adequate.
- Revolutionize our city's compensation management with a cutting-edge live compensation software module.
- GovInvest's Live compensation Software Module empowers your HR Team to make strategic decisions.
- Improve recruitment & retention
- Leverage visual software

Empowering Our Workforce Management



BENCHMARKING COMPARATORS



The city will be benchmarking its positions against 5 to 6 cities:

Chamblee, Duluth, East Point,
Fayetteville, Lawrenceville.

THANK YOU!



March 20, 2025