

<http://www.MSCNews.net/news/index.cfm?nk=23433>

Employee Comp Discussed in Atchison Goal-Setting Workshop

(KAIR) -- For the first time in several years, Atchison City Officials conducted a goal-setting workshop as the kick-off to the budget season, in an effort to see where city leaders stand on public issues and what direction they want to move in the future.

Several city issues came to light later in the three-hour meeting, largely on employee compensation.

Discussion centered on whether to move away from across the board raises to targeted merit pay increases, coupled with the standard cost of living adjustment.

Many department heads believed it may be difficult to accurately assess merit pay if it's based off of annual evaluations.

(Play Audio)

That's Atchison Fire Chief Mike McDermed.

Discussion also centered on the scheduling of the evaluations, on whether they should be done at the same time as pay adjustments come, or several months prior.

A good portion of the session consisted of officials breaking down into small groups to determine three things, values of the city organization, how the combined sewer overflow mandate should be funded and organizing dream scenarios several years down the line.

Among the values the groups came up with included, honesty, transparency, visibility, accountability and trust in an effort to construct a value statement for the city. City staff will now narrow values listed for examination at a future city commission meeting.

Many Signals Communications