

**TO: Honorable Mayor and City Council**  
**FROM: City Administrator Ron Johnson**  
**SUBJECT: Compensation Study Final Report**  
**DATE: August 13, 2015**

**BACKGROUND**

Council earlier approved a proposal from Springsted, Inc. to complete an employee compensation study as our pay study/scale compares with the market. Springsted was directed, at the recommendation of the Personnel Committee, to include cities in the 2,000 to 7,000 population range.

The scope of the study was limited to conducting a market survey only, and did not include an overall revision/update of position descriptions or work flow analysis or review of internal relationships.

Ann Antonsen, Springsted, Inc., will be providing the report at or before Tuesday's Council meeting, and will be present to provide an overview of the content and results of the study.

**REQUESTED COUNCIL ACTION**

Listen to presentation by Ann Antonsen and consider future action, if any. Personnel Committee may have a recommendation or provide input.

Attachment(s): N/A