

TO: MAYOR AND CITY COUNCIL

FROM: Neil Jensen, City Administrator

SUBJECT: Revised Final Pay Study

MEETING DATE: November 21, 2023

BACKGROUND

Please find attached the final pay study with adjustments for step increases that were not in place by the consultant for the first study. This spreadsheet also adjusts the salaries for the Police Union Contract which were different on the first study.

On the spreadsheet there are different color rows. The yellow rows are EMT's that will receive step increases based on the number of hours worked during 2023. There may be a reduction in the study due to some not meeting the requirements.

The red rows are employees that would receive a step increase for 2024 based on the old scale.

The white rows are employees that are on top of the old scale and would not receive a step increase.

The blue rows are employees hired after the study and are governed by their employment letter.

With all this information comes with a cost of \$27,370 additional dollars per year.

We are still negotiating with 2 union contracts, so there will be other unknown changes in costs based on the final agreement.

The Finance Committee reviewed the Revised Pay Study and has recommended approval of the study.

They also recommended placing the Cable Department employees on the steps needed because they are Part-time and not involved in the study. The Cable Coordinator will be on Grade 2, Step 4 and the Assistants will be on Grade 1, step 2.

Also, part of the recommendation was a 3% increase to all other part-time employees not on the study such as lifeguards and part-time Public Works.

There may be some more adjustments in employees before the end of the year with retirements and employees leaving employment so my recommendation would be to leave the budget the same as preliminary

STAFF RECOMMENDATION

Please approve the Revised Pay Study, Cable Department employees on the above grades and steps and 3% to all other part-time employees.

REQUESTED COUNCIL ACTION

Please make a motion to approve the Revised Pay Study, Cable Coordinator at Grade 2, Step 4, Cable Assistants at Grade 1, Step 2 and 3% increase to all other Part-time Employees.

