



AGENDA MEMO

MEETING NAME: Albion City Council

DATE: December 12, 2023

ITEM NAME: **CONSIDER ORDINANCE 328(23) AN ORDINANCE ADOPTING THE CITY OF ALBION, NEBRASKA PAY PLAN.**

BACKGROUND INFORMATION:

First of all – adoption of the City Pay Plan does not change any current wage levels already approved by the Mayor and City Council. The City Pay Plan sets beginning, intermediate, and maximum pay levels and provides a compensation policy to be utilized at the time of employee new hire or promotion.

The new pay plan proposed to go into effect January 1st, 2024 is necessary for a few reasons:

- 1) The \$12.00 minimum wage goes into effect January 1st, 2024 which necessitates beginning wage adjustments.
- 2) Cost-of-Living Adjustments have outpaced the current pay scale (which was adopted in 2020) by 21% due to significant inflationary pressure and should be recognized in the City Pay Plan in order to remain competitive in the existing employment market.
- 3) The recommended organizational structure and job description/job title changes need to be recognized within the City Pay Plan.

DISCUSSION:

MAYOR INSTRUCTS CLERK TO READ ORDINANCE BY TITLE FOR FIRST TIME

MOTION: To introduce and approve the first reading of Ordinance 328 (23) {and to move that the statutory rules requiring the ordinance to be read three separate occasions be suspended}.

BY: **2ND:**

ROLL CALL: Dailey _____ Johnson _____ Tisthammer _____ Porter _____

MAYOR INSTRUCTS CLERK TO READ ORDINANCE BY TITLE FOR SECOND AND THIRD TIME

MOTION: {To approve the second and third readings of Ordinance 328 (23), and to move for final passage and adoption of Ordinance 328 (23).}

BY: **2ND:**

Question called for by:

ROLL CALL: Johnson _____ Porter _____ Tisthammer _____ Dailey _____