



AGENDA MEMO

MEETING NAME: Albion City Council

DATE: May 14, 2024

ITEM NAME: **CONSIDER INTRODUCTION AND PASSAGE OF ORDINANCE 335(24) AN ORDINANCE OF THE CITY OF ALBION, NEBRASKA, ESTABLISHING THE CITY OF ALBION EMPLOYEE PAY PLAN ESTABLISHING MINIMUM RATES, INTERMEDIATE RATES, AND A MAXIMUM RATE FOR CITY OFFICIALS AND EMPLOYEES.**

PRESENTER(S):

BACKGROUND INFORMATION:

The review of the city pay plan was prompted by a discussion with the Mayor and Police Chief regarding the difficulty in retaining and recruiting qualified employees in the current market. Rather than only review the Police Department positions, Mayor Jarecki instructed me to review the entire pay plan.

I utilized the most recent annual wage/salary survey of Nebraska communities for 2023-2024 for the comparison. The communities included in our peer groups were: Albion, Bridgeport, Central City, Dakota City, David City, Geneva, Gibbon, Gothenburg, Imperial, Milford, Neligh, O’Neill, Ord, Plainview, St. Paul, Stanton, Superior, Tecumseh, Valley, and West Point.

A summary of the comparative survey review with recommendations is enclosed as well as a draft of an ordinance for your consideration.

DISCUSSION:

A COUNCIL MEMBER INTRODUCES THE ORDINANCE

THE MAYOR INSTRUCTS CLERK TO READ ORDINANCE BY TITLE

MOTION: To approve the first reading of Ordinance 335(24) and that the statutory rules requiring readings at three separate meetings be suspended.

BY: _____ **2ND:** _____

ROLL CALL: Johnson _____ Porter _____ Tisthammer _____ Dailey _____

MAYOR INSTRUCTS CLERK TO READ ORDINANCE BY TITLE

MOTION: To approve the second and third readings of Ordinance 335(24) and to move for final passage and adoption.

BY:

2ND:

QUESTION CALLED BY: _____

MAYOR DECLARES:

ROLL CALL: Tisthammer _____ Dailey _____ Porter _____ Johnson _____