



City Commission Agenda Item

Meeting Date: December 21, 2021
From: Marla McFarland, Human Resources Division
Item: 2022 Pay Ordinance

Purpose: Consider first reading of an Ordinance adopting the budgeted pay plan for 2022 (with 1% COLA). **(Roll Call Vote)**

Background:

1. This 2022 Pay Ordinance will set the compensation for all City employees, including a 1% cost-of-living adjustment (COLA) for all pay ranges effective January 1, 2022.
2. Increased the Maximum for each Pay Range by 10%. This allows long term and experienced employees a greater opportunity for a Merit Increase as several have reached Maximum and are therefore ineligible for Merit Increases in compensation (other than a Cost of Living Adjustment).
3. Changed Management Assistant job title to Municipal Project Manager job title (changed from a Range 24 to a Range 28).
4. Added Engineer/Paramedic position (Range 28F)
5. Increased Fire/Emergency Medical Services (EMS) Lieutenant to a Pay Range 29F.
6. Increased Fire/Emergency Medical Services (EMS) Captain to a Pay Range 30F.
7. Added Fire Marshal position (Range 30F).

Commission Options:

1. Approve Pay Ordinance Effective 1/1/22.
2. Disapprove Pay Ordinance Effective 1/1/22.

Fiscal Impact:

Amount: Estimated additional annual cost approximately \$83,736.

Fund: **01** (General), **15** (Stormwater), **16** (Water), **18** (Wastewater) and **19** (Sanitation)

Department: **All** Expense Code: **5100** (Salaries)

Included in budget Grant Bonds Other (explain)

Attachments: Pay Ordinance documents.

Approved for Agenda by:

Randy Frazer, City Manager