

TO: Mayor and City Council
FROM: David Chanski, City Administrator
RE: Resolution 12-2023 Salary Plan
DATE: September 5, 2023



Background

At the August 1 City Council workshop, the Council directed staff to conduct a competitive wage analysis on all staff positions after concern was raised that the City is not in position to retain its current employees as well as compete for top level talent in the current employment market. This analysis was presented to the City Council on August 15.

After receiving the analysis, the City Council directed staff to fully implement the results in the 2024 Budget. As also discussed with the City Council, all employee anniversaries for the purpose of wage and vacation increases will also be reset to January 1.

Council Action

Staff recommends that the City Council adopt Resolution 12-2023 setting a salary plan effective January 1, 2024.