

RESOLUTION 12-2023  
A RESOLUTION IMPLEMENTING A SALARY PLAN

WHEREAS, the City Council directed the City Administrator to conduct a competitive analysis of employee wages on August 1 and reviewed the analysis on August 15; and

WHEREAS, employee wages were compared against those of cities considered immediate competition for the City's current and future employees; and

WHEREAS, the City strives to provide highly competitive compensation to its employees in order to retain and recruit the highest quality staff; and

WHEREAS, the compensation for employees who are members of the LELS Local #359 is determined by contract agreement;

NOW THEREFORE BE IT RESOLVED that the City adopts the following salary plan for non-union positions, effective January 1, 2024.

Position	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
City Administrator	\$58.82	\$61.10	\$63.46	\$65.92	\$68.48	\$71.13	\$73.89	\$76.75
Police Chief/Paramedic	\$55.04	\$57.17	\$59.39	\$61.69	\$64.08	\$66.56	\$69.14	\$71.82
Police Chief	\$52.66	\$54.70	\$56.82	\$59.02	\$61.31	\$63.69	\$66.15	\$68.72
Asst. City Administrator	\$48.51	\$50.39	\$52.35	\$54.37	\$56.48	\$58.67	\$60.94	\$63.30
Police Sergeant/Paramedic	\$43.75	\$45.45	\$47.21	\$49.04	\$50.94	\$52.91	\$54.96	\$57.09
Public Works Supervisor	\$43.25	\$44.93	\$46.67	\$48.47	\$50.35	\$52.30	\$54.33	\$56.44
Planning & Zoning Administrator	\$39.49	\$41.02	\$42.61	\$44.26	\$45.98	\$47.76	\$49.61	\$51.53
Police Sergeant	\$39.06	\$40.57	\$42.14	\$43.78	\$45.47	\$47.23	\$49.06	\$50.97
Asst. Public Works Supervisor	\$34.19	\$35.51	\$36.89	\$38.32	\$39.80	\$41.35	\$42.95	\$44.61
Finance Specialist	\$33.74	\$35.05	\$36.40	\$37.82	\$39.28	\$40.80	\$42.38	\$44.03
Deputy Clerk/Office Manager	\$28.74	\$29.86	\$31.01	\$32.22	\$33.46	\$34.76	\$36.11	\$37.51
Public Works Worker	\$28.05	\$29.14	\$30.27	\$31.44	\$32.66	\$33.93	\$35.24	\$36.61
Police Administrative Support	\$27.50	\$28.57	\$29.67	\$30.82	\$32.02	\$33.26	\$34.55	\$35.89

Rebecca Ball \_\_\_ Steve Jensen \_\_\_ Michael Moroni \_\_\_

Brad Scott \_\_\_ Angel Zierden \_\_\_

Adopted this 5<sup>th</sup> day of September 2023.

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Mayor Angel Zierden

Attest:

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David Chanski, City Administrator/Clerk