



REQUEST FOR COUNCIL ACTION

AGENDA DATE: December 20, 2021

AGENDA ITEM: Consider adopting a resolution establishing 2022 compensation for City of Grand Rapids Exempt & Non-Exempt Non-Represented Employees.

PREPARED BY: Lynn DeGrio

BACKGROUND:

We have collective bargaining agreements with five bargaining units where we have agreed to a 2022 wage increase of 2.50%. In the past, we have tried to keep pay increases consistent to avoid compression issues amongst the different classifications. Attached is a resolution along with a spreadsheet indicating the recommended wage increases for the City of Grand Rapids' Exempt and Non-Exempt Non-Represented employees. The recommended increases include a 2.50% cost of living adjustment as well as some longevity pay recommendations. Since the compensation study was completed in 2012, we have been trying to move employees through the position pay grade assignments in order to avoid compression issues.

REQUESTED COUNCIL ACTION:

Make a motion to adopt a resolution establishing 2022 compensation for City of Grand Rapids Exempt & Non-Exempt, Non-Represented Employees.