
VILLAGE BOARD MEETING

From: Chad Pelishek, Village Manager

VILLAGE OF HARRISON

Meeting Date: 9/30/2025

Title: Wage Compensation Study Results

Recommended Action: Motion to approve the Public Administration Associates (PAA), LLC Wage and Compensation Study including the 2026 Wage Scale as provided on Page 8.

Background and Additional Information:

David Tebo from PAA will be present at the Board meeting to present the findings of the compensation study. Village staff is requesting that the Board adopt the proposed 2026 wage scale.

Employee wage adjustments range from \$1.00 to \$5.06 per hour, aligning compensation with current market conditions to help Harrison retain and attract qualified employees. These adjustments are included in the proposed 2026 budget and will be formally adopted as part of that process.

A second phase of the study will involve updating job descriptions for Village staff. However, staff prioritized completing the wage adjustments early to ensure they are incorporated into the upcoming budget cycle.

As part of this update, improvements are also being made to the annual review process for all employees. Staff will be developing a goal-oriented performance plan, which will be presented to the board at a later date for review and adoption.

Budget Impacts: None, wage adjustments are included in the 2026 budget

Attachments: PAA Wage and Compensation Study dated September 24, 2025.