



CITY COUNCIL WORK SESSION MEMORANDUM

TO: City Council

FROM: Matthew R. Schmitz, MPA - City Manager

DATE OF MEETING: April 6, 2026

ITEM TITLE: Compensation and Classification Comparables Discussion

DISCUSSION:

On March 19th, I sent an email to the Council requesting review and feedback on the comparable organizations to be used by McGrath Human Resources in its ongoing Compensation and Classification Study.

One Council Member requested that the University of Northern Iowa (UNI) be removed from the list of comparables, as it is listed as a comparable for the Library. This discussion is to gather feedback from the entire Council on how they would like to proceed with that specific comparison point.

RECOMMENDATION:

Staff recommends discussion of this topic. No action is needed at this meeting, as any decision items needed would be brought forward to a City Council meeting for approval.