



## CITY COUNCIL MEMORANDUM

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**TO:** City Council

**FROM:** Susi Lampe, IaCMC, IaCFO – City Clerk/Treasurer

**DATE OF MEETING:** May 12, 2025

**ITEM TITLE:** Resolution approving a salary increase effective July 1, 2025, for the City Manager

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### **BACKGROUND:**

This resolution is for the City Manager. As discussed during the Budget review process, this allows for a 3% base raise, with an additional 1% merit raise possible based on performance review scores.

### **DISCUSSION:**

Last year, the City Manager requested removal from the resolution affecting the entire staff so that the Council could set his rate as they deemed appropriate, considering his performance, among other factors. Based on feedback from his review and the resulting rating, he requested to be placed in the same category as the other employees for FY2026.

### **RESULTS:**

The City has established priorities during strategic planning sessions. This item supports the Vision from that session of Support and Empower Workforce. This item helps achieve that vision by ensuring that the raise is in line with the rest of the Staff, but still provides Council the flexibility to adjust as they see fit.

### **FINANCIAL CONSIDERATION:**

The City Manager's salary is budgeted from multiple departments within the City, and also comes from multiple revenue sources within the FY2025 Budget.

### **RECOMMENDATION:**

Staff recommends a motion to approve and authorize the Mayor to sign the resolution that approves a salary increase based on the performance review of the City Manager, effective at the beginning of the pay period which includes July 1, 2025.