



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Presenter:</b>	Sheila Dubs
<b>Meeting Date:</b>	Tuesday, November 26, 2024
<b>Category:</b>	CONSENT AGENDA
<b>Type:</b>	ACTION
<b>Subject:</b>	Consider approval of the 2025 wage schedule for temporary and seasonal employees
<b>Background Information:</b>	<p>On an annual basis, the Council reviews the wage schedule for temporary/seasonal employees.</p> <p>The Personnel Committee met on November 12, 2024 and unanimously recommended approval of the changes as presented.</p> <p>Attached is a redlined wage schedule for your consideration. Several adjustments are necessary to comply with the MN minimum wage law. Effective 01/01/2025, the MN minimum wage will be increased to \$11.13. Amendments are proposed for the following titles:</p> <ul style="list-style-type: none"> <li>▪ After School Program Helper—\$0.50 adjustment due to minimum wage requirement</li> <li>▪ Audio/Video Support Technician—delete title. This title was replaced with Media Production Assistant last year.</li> <li>▪ Community Education Helper—\$0.50 adjustment due to minimum wage requirement</li> <li>▪ Concessions Manager—delete title. These positions are filled by volunteers from MAHA</li> <li>▪ Concessions Worker—delete title. These positions are filled by volunteers from MAHA</li> <li>▪ Engineering Aide—increase pay by \$1.00 at each step.</li> <li>▪ MAC Assistant Manager—Increase pay by \$1.00 at each step.</li> <li>▪ MAC Manager—increase pay by \$1.00 at each step.</li> <li>▪ Parks Maintenance Worker—increase pay by \$1.00 at each step.</li> <li>▪ Recreation Program Helper—\$0.50 adjustment due to minimum wage requirement</li> <li>▪ Scorekeeper—\$0.25 adjustment due to minimum wage requirement</li> </ul> <p>The proposed amendments would be effective 12/30/2024, which coincides with the first day of the pay period that includes January 1.</p>
<b>Fiscal Impact:</b>	All positions are temporary positions---department supervisors will manage employee hours to stay within budget parameters.
<b>Alternative/ Variations:</b>	None recommended.
<b>Recommendations:</b>	That the Council approve the 2025 wage schedule for temporary and seasonal employees