

**CITY OF MARSHALL  
AGENDA ITEM REPORT**

<b>Meeting Date:</b>	Tuesday, December 8, 2020
<b>Category:</b>	CONSENT AGENDA
<b>Type:</b>	ACTION
<b>Subject:</b>	Consider approval of the 2021 Temporary and Seasonal Employee Wage Schedule
<b>Background Information:</b>	<p>On an annual basis, the Council reviews the wage schedule for temporary/seasonal employees. The Personnel Committee reviewed the proposed 2021 wage schedule at their November 18 and December 2 meetings and recommend unanimous approval.</p> <p>Amendments to the schedule:</p> <ul style="list-style-type: none"> <li>• The majority of amendments on the schedule reflect a new State minimum wage adjustment; effective January 1, 2021, the minimum wage in Minnesota will be increasing from \$10.00 to \$10.08 per hour.</li> <li>• The pay rates for select pool staff, the WSI (water safety instructor) certified staff, as well as manager and assistant manager, are proposed to be increased to be consistent with the level of training and responsibility required of the positions. Two background memos are provided in the packet related to the pool positions. Staff revised the original recommendation based on Personnel Committee desires to increase the pay rates for employees who achieve WSI certification. The Personnel Committee reviewed the pool positions in detail with Staff and recommended the proposed increases.</li> <li>• The other proposed amendments are explained in the supporting staff memos attached in the background information.</li> <li>• Implementation date of 12/21/20—this reflects the 1<sup>st</sup> day of the pay period that includes January 1. This implementation date is consistent among all classes of employees (i.e., full-time, part-time, paid-on-call).</li> </ul> <p>The proposed changes are reflected in the red-lined copy attached.</p>
<b>Fiscal Impact:</b>	All positions are temporary in nature---therefore, department supervisors will manage employee hours to stay within budget parameters.
<b>Alternative/Variations:</b>	None recommended.
<b>Recommendations:</b>	That the Council approves the 2021 Temporary and Seasonal Employee Wage Schedule.