



CITY OF MARSHALL AGENDA ITEM REPORT

Presenter:	Sharon Hanson and Sheila Dubs																																								
Meeting Date:	Tuesday, February 28, 2023																																								
Category:	CONSENT AGENDA																																								
Type:	ACTION																																								
Subject:	Consider approval of an amended wage schedule																																								
Background Information:	<p>At the December 13, 2022 City Council meeting, the Council approved a reorganization of the Community Services Division. At that time, it was intended to allow for the job descriptions of the Community Education Coordinator and Parks Superintendent to support the new organizational structure.</p> <p>The job descriptions for both of these positions have been updated and reviewed by Gallagher, our classification and compensation Consultant. Both positions have gained additional duties and supervisory responsibilities under the new structure. The recommended changes are:</p> <p>Current title: Parks Superintendent Recommended title: Parks and Recreation Superintendent Current DBM rating: C44 Recommended DBM rating: C52 FLSA status: no change (position is exempt—not eligible for overtime) Current step schedule:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>40.69</td><td>42.03</td><td>43.38</td><td>44.71</td><td>46.06</td><td>47.40</td><td>49.08</td><td>50.77</td><td>52.44</td><td>54.12</td> </tr> </table> <p>Recommended step schedule:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>43.42</td><td>44.85</td><td>46.29</td><td>47.72</td><td>49.16</td><td>50.58</td><td>52.39</td><td>54.17</td><td>55.96</td><td>57.75</td> </tr> </table> <p>Current title: Community Education Coordinator Recommended title: No change Current DBM rating: B23 Recommended DBM rating: C41 FLSA status: from non-exempt to exempt (not eligible for overtime) Current step schedule:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>27.48</td><td>28.39</td><td>29.30</td><td>30.21</td><td>31.11</td><td>32.02</td><td>33.16</td><td>34.29</td><td>35.42</td><td>36.55</td> </tr> </table> <p>Recommended step schedule:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>34.77</td><td>35.92</td><td>37.07</td><td>38.22</td><td>39.37</td><td>40.51</td><td>41.95</td><td>43.38</td><td>44.82</td><td>46.25</td> </tr> </table> <p>In accordance with the Council’s approval on December 13, 2022, these changes will be retroactive to 01/01/2023.</p> <p>The Personnel Committee met to review this proposal and has unanimously recommended approval for staff to bring the item to the Council.</p>	40.69	42.03	43.38	44.71	46.06	47.40	49.08	50.77	52.44	54.12	43.42	44.85	46.29	47.72	49.16	50.58	52.39	54.17	55.96	57.75	27.48	28.39	29.30	30.21	31.11	32.02	33.16	34.29	35.42	36.55	34.77	35.92	37.07	38.22	39.37	40.51	41.95	43.38	44.82	46.25
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Fiscal Impact:																																									

Alternative/ Variations:	Decline approval and redirect staff to amend the job descriptions.
Recommendations:	That the Council approve the amended wage schedule.