



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, February 25, 2020
Category:	CONSENT AGENDA
Type:	ACTION
Subject:	Consider approval of the amended 2020 and 2021 Employee Wage Schedules
Background Information:	<p>At the January 14, 2020 City Council meeting, the Council approved for Staff to proceed with filling the Assistant City Engineer position follow a job description review. The job description was reviewed, revised, and submitted to our Hay pointing consultant for re-evaluation. The results of the Hay pointing are as follows:</p> <p>Current pointing: 588. Proposed pointing: 496.</p> <p>The proposed pointing moves the position to a lower pay band on our wage schedule. Therefore, Staff are requesting Council consideration and approval of the 2020 and 2021 amended wage schedules, reflecting the new pointing for the position. Red-lined copies of the wage schedules are included in your background attachment.</p> <p>Also included in your background attachment is a red-lined job description, showing the amendments that resulted in a lower Hay pointing. Administrator Hanson discussed these proposed amendments in detail with the Personnel Committee at their January 7, 2020 meeting and with the full Council at the January 14, 2020 meeting.</p> <p>Following approval, Staff will proceed with posting, advertisement, and hiring of an Assistant City Engineer.</p>
Fiscal Impact:	
Alternative/ Variations:	None recommended.
Recommendations:	That the Council approves the amended 2020 and 2021 Employee Wage Schedules.