



CITY OF MARSHALL AGENDA ITEM REPORT

Presenter:	Sheila Dubs
Meeting Date:	Tuesday, October 14, 2025
Category:	CONSENT AGENDA
Type:	ACTION
Subject:	Consider approval of the 2026 wage schedule for temporary and seasonal employees
Background Information:	<p>On an annual basis, the Council reviews the wage schedule for temporary/seasonal employees.</p> <p>Attached is a redlined wage schedule for your consideration. Effective 01/01/2026, the MN minimum wage will be increased from \$11.13 to \$11.41; one change to the schedule was necessary to comply with this increase. Amendments are proposed for the following titles:</p> <ul style="list-style-type: none"> ▪ Scorekeeper—adjustment to \$11.50 due to state minimum wage increase. (In accordance with state law, PFML premium deductions cannot cause an employee to be paid less than the required minimum wage. Increasing the rate to \$11.50 with a deduction of the PFML premium is compliant with the state minimum wage law.) ▪ Theater Director—transition to paying this position on a stipend-basis per season. The SMSU Children’s Theater program registration proceeds generate enough revenue to cover the cost of this position. The stipend rate is consistent with the Band Director position—also paid on a per season basis. ▪ Add title of Recreation Program Instructor—staff were previously using the title of Community Education Instructors for these employees. For proper accounting purposes, it is recommended to separate the recreation and education instructors into two different titles. ▪ References to a Director of Community Services title have been removed from the right margin. <p>The proposed amendments would be effective 12/29/2025, which coincides with the first day of the pay period that includes January 1.</p>
Fiscal Impact:	All positions are temporary positions---department supervisors will manage employee hours to stay within budget parameters.
Alternative/ Variations:	None recommended.
Recommendations:	That the Council approve the 2026 wage schedule for temporary and seasonal employees