



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Meeting Date:</b>	Tuesday, December 10, 2019
<b>Category:</b>	CONSENT AGENDA
<b>Type:</b>	ACTION
<b>Subject:</b>	Consider approval of the 2020 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 wage schedule at their November 14, 2019 meeting and recommends approval.</p> <p>Amendments to the schedule:</p> <ul style="list-style-type: none"> <li>• The majority of adjustments on the schedule reflect a new minimum wage; effective January 1, 2020, the minimum wage in Minnesota will be increasing from \$9.86 to \$10.00 per hour.</li> <li>• “Softball” has been added to the 7<sup>th</sup>/8<sup>th</sup> Grade Baseball Coach wage schedule.</li> <li>• The step increment for Public Ways Worker, Parks Maintenance Worker, and MAC Maintenance Worker is proposed to increase from \$0.25 to \$0.50 per request of the Parks Superintendent and the Director of Public Works/City Engineer in an effort to incentivize seasonal employees who have been trained in prior years to reapply. (Note: the MAC Maintenance Worker is paid \$0.50 higher per hour due to additional responsibilities related to the pool, such as chemical testing and maintenance.)</li> <li>• Implementation date of 12/30/19—this reflects the 1<sup>st</sup> day of the pay period that includes January 1.</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 2020 Temporary and Seasonal Employee Wage Schedule.