



MEMO

To: Mayor Teske – Personnel Committee
From: Daron J Haugh – City Administrator
Subject: 2026 Proposed Wage Step Scale
Date: 2025-10-14

With the Consumer Price Index (CPI) now at 2.7%, all wages have been adjusted to reflect this change. I recommend we adopt the following wage step scale:

- Employees with a performance evaluation score above 2.3 but below 3.0 will advance one step.
- Employees with a score of 3.0 up to, but not including, 3.5 will advance two steps.
- Employees who score 3.5 or higher will advance three steps.

These step increases have already been included in the proposed budget. A hard copy of the budget will be provided to the council for review following the meeting.