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MEMORANDUM

TO: HONORABLE MAYOR AND CITY COUNCIL
FROM: JOSHUA TETZLAFF, CITY ADMINISTRATOR
SUBJECT: APPROVAL OF 2025 COMPENSATION PAY PLAN
DATE: DECEMBER 11, 2024

Enclosed for your review is a copy of the proposed employee Compensation Pay Plan for 2025.

Throughout our budget conversations, discussions have taken place with a 2.8% adjustment for all non-union positions in 2025 and the Police Union Agreement with a 4% adjustment. This adjustment is to adjust both for inflation pressures as well as to keep the compensation of employees competitive with other public agencies.

The proposed compensation pay plans have been adjusted to match the budget conversations as listed above. These amounts have been included in the 2025 budget.

Recommendation

Staff recommends approval of the 2025 Compensation Pay Plan.