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MEMORANDUM

TO: HONORABLE MAYOR AND CITY COUNCIL
FROM: JOSHUA TETZLAFF, CITY ADMINISTRATOR
SUBJECT: APPROVAL OF 2026 COMPENSATION PAY PLAN
DATE: DECEMBER 11, 2025

Enclosed for your review is a copy of the proposed employee Compensation Pay Plan for 2026.

In 2025, the City ordered a Compensation Study to be conducted by AutoSolve. Throughout its budget conversations, the City reviewed pay plan proposals and ultimately Council approved the Compensation Plan recommended by AutoSolve on October 20th, 2025. The plan set new pay ranges for all non-union employees and has been implemented in the proposed 2026 Budget. The already approved Police Union Agreement with a 4% adjustment for 2026 is also included in the proposed budget.

Recommendation

Staff recommends approval of the 2026 Compensation Pay Plan.