

2021-2022-2023  
Salary Wage Discussion

# Goals

- Immediately address Police wages
- Address other areas of concern
  - Wastewater Position
  - Part Time Wages
  - Pool Wages
  - Comparable Wages
  - Seeing a lot of turnover in 2021
- Recruitment and Retention
  - No ability to start an experienced employee higher
  - Not enough incentive to stay long term

# Process

- Staff uses comparables, a wage study, and research to bring proposals to committee
- A committee of two council members and the Mayor was formed and met monthly
- Wages and Salary go to council for discussion and vote

# Where are we now?

- The City Administrator presented an increase of \$183,536
  - This included the police wage increase and the three percent increase
- The committee directed the City Administrator to apply the three percent increase and any remaining money should be halved
- The new figure was \$56,898 on top of the three percent
  - $(201,563 - 40,000 \text{ (police)} - \$68,995(3 \text{ percent})) / 2 = 52,898$

# What is happening

- The plan to scrap longevity did not work this time around
- Not enough money was available to move to the step program
- The committee recommend a three-year phase in of the plan, and the City Administrator will prepare one in 2022
- Health insurance premiums increased and will be discussed next year
- The City will need to look at other benefits such as vacation to see if these are competitive

# What needs to be done

- Wages and Benefits must continue to be monitored
  - Inflation hit 5.7 with the Consumer Price Index for the Midwest Region
- Council must determine their aggressiveness for employee attraction and retention
- The City Administrator must work to incorporate wages and benefits into a balanced budget