



Memorandum

To: Mayor Nelson and Members of the City Council

From: Daniel R. Buchholtz, MMC, Administrator, Clerk/Treasurer

Date: December 11, 2023

Subject: Non-bargained and Department Head wage increase

In light of the settlement of the Sergeants and Public Works union contracts for 2024/2025, I am recommending that the non-bargained employees and department heads receive a 4% wage increase effective January 1, 2024 and a 3.25% wage increase effective January 1, 2025. I am also recommending that the City's contribution to employee health insurance increase by \$100.00/month.

As you are aware, public employers in the State of Minnesota are mandated to maintain a program of "pay equity" between male and female classes of employees. The majority of our non-bargained employees are female and a majority of our bargained employees are male. Therefore, it is important, from a pay equity standpoint, to grant non-bargained employees the same cost of living increase and insurance contributions as the bargained employees.

If you have any questions regarding this recommendation, please don't hesitate to contact me at 763-784-6491.