

TO: Mayor and Council
FROM: Kate Thunstrom, City Administrator
SUBJECT: Compensation Study
DATE: July 15, 2024

OVERVIEW:

At the June 24th work session council discussed the city completing a compensation study.

The City completed its last compensation study in 2007. This work is done to set the scoring principles of job descriptions, provide feedback on organizational structure and identify the city's placement in wage rates.

Since 2020, several cities have updated their studies with the changing workforce market. A compensation study will review St Francis using same/similar cities to identify an understanding of where we are at. Information obtained by the City can be used as a tool by Council for future decisions.

One of the outstanding items during our last discussion was related to the cost of completing the study. We have received the following quote from Abdo to complete the study this year for a cost not to exceed \$16,300. This is to review up to 20 positions.

ACTION TO BE CONSIDERED

Council to review and provide staff direction on either; continuing with the 2007 study, OR, approve staff to contract with Abdo to update the city compensation study.