

**TO:** Kate Thunstrom, City Administrator  
**FROM:** Darcy Mulvihill, Finance Director  
**SUBJECT:** Compensation Study  
**DATE:** November 4, 2024

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**OVERVIEW:**

Attached is the Final report on the Position Classification and Compensation Study Report completed by Abdo. This study was approved at the July 15<sup>th</sup> Council Meeting. The last study was completed in 2007.

**ACTION TO BE CONSIDERED:**

Approve the study and authorize staff to implement the new pay grades and steps laid out in the plan effective 01/01/2025. This will affect full-time, non-union employees. Please note these rates will have the 3% COLA, already approved by city council, added to it for final payrates in 2025. The phase 3 which will consider individual market placement adjustments will be looked at for the 2026 budget and brought to council during the budget considerations for 2026.

**BUDGET IMPLICATION:**

The proposed changes will be covered by the 2025 Budget being brought forth to the December 2<sup>nd</sup> Council meeting.

**Attachments:**

- Position Classification and Compensation Report
- Compensation Study Presentation