



Finance Committee Agenda Item

Meeting Date: November 28, 2023

Agenda Item: 2024 Salary Resolution

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BACKGROUND

(Enter the who, what when, where, why)

The Common Council annually sets wage ranges for staff compensation through a Salary Resolution. This resolution necessitates regular updates in response to alterations in staffing plans, the culmination of contract negotiations, and shifts in the marketplace. It is crucial to understand that the Salary Resolution itself does not directly modify individual staff wages. Proposed amendments to the 2024 Salary Resolution, detailed in the attached schedule, have been identified for approval.

1. Adjustments to the ranges by 8.2%. This adjustment is done annually and last year council chose to use ERP as a method to move the ranges. The state has frozen the rate for 2024 and it remains at 8.2%.
2. Position changes:
 - *Administrative Assistant-CDA; moved from .5 to 1.0 FTE
 - *First Assistant Chief (Fire); moved from .5 to 1.0 FTE
 - *Media Coordinator; moved from 0.8 to 1.0 FTE
 - *Media Producer; moved from 0.6 to 1.0 FTE
 - *Elimination of Joint Services Officer
 - *Elimination of Engineering Technician
 - *Elimination of Administrative Assistant I-Fire/EMS; HR position was created instead
 - *Assistant Parks, Recreation, & Community Events Director; new position
 - *Information Technology Support Technician; new position
 - *Title change from IT Administrator to IT Director

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

None.

FINANCIAL IMPACT

(If none, state N/A)

Adjusting the wage range by 8.2% will result in certain employees falling outside the set range, leading to an estimated \$25,000 in unbudgeted wages for the year 2024.

STAFF RECOMMENDATION

Recommend to the Common Council at the December meeting to adopt the resolution as it has been presented.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. 2024 Salary Resolution Draft
