

Budgetary Impact – Merit Raise for Matt Huddle

Current vs Proposed Pay

- Current hourly rate: \$23.59
- Option 1: \$25.00
- Option 2: \$26.92
- Option 3: \$27.00

Annual Cost Impact (No Change in Benefits)

Assuming a full-time schedule (2,080 hours/year):

Option 1 – Increase to \$25.00 Option 2 – Increase to \$26.92 Option 3 – Increase to \$27.00

Hourly increase: +\$1.41

Hourly increase: +\$3.33

Hourly increase: +\$3.41

Annual impact:

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$\$1.41 \times 2,080 = \$2,932.80$

$\$3.33 \times 2,080 = \$6,926.40$

$\$3.41 \times 2,080 = \$7,092.80$

Key Consideration: No Additional Benefit Costs

Because there are **no additional benefits associated with this promotion**, the financial impact is limited strictly to wages.

- No increase in employer-paid insurance, retirement, or payroll burden.
- No change to total compensation structure beyond hourly pay.
- Makes the promotion more financially predictable and easier to absorb in the operating budget.

Budget Impact Summary

Scenario	Hourly Increase	Annual Cost Increase
Promote to \$25.00	+\$1.41	\$2,932.80
Promote to \$26.92	+\$3.33	\$6,926.40
Promote to \$27.00	+\$3.41	\$7,092.80

Justification Language

The proposed wage adjustment for Matt reflects an increase for the Streets Supervisor position in recognition of the responsibilities associated with supervising street operations, coordinating daily work activities, and supporting the ongoing maintenance needs of the City's street infrastructure. The annual budget impact ranges from \$2,932.80 to \$7,092.80 depending on the final rate selected. As no additional benefits are associated with this change, the cost impact is limited to wages only. This makes the adjustment a controlled and predictable increase while supporting department leadership, operational continuity, and retention in a key supervisory role.