



## STAFF REPORT

DATE: June 16, 2020

**CONSENT**

**AGENDA ITEM:** 2020 Staff Wage Adjustments

**TO:** Mayor and City Council

**SUBMITTED BY:** Kristina Handt, City Administrator

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### **BACKGROUND:**

Consistent with the City's Compensation Policy, annual reviews were given to non-union employees who had successfully completed their probationary period. Below are the recommended changes in employee wages effective with the start of the 6/27/20 pay period.

### **ISSUE BEFORE COUNCIL:**

Should the proposed wages be effective June 27, 2020?

### **PROPOSAL:**

The following wage adjustments are recommended effective with the pay period beginning June 27, 2020 for those paid bi-weekly.

<b>Employee</b>	<b>Current</b>	<b>Proposed</b>	<b>Frequency</b>
Jake Dickson	\$2,356.80	\$2,432.80	biweekly
Julie Johnson	\$2,736	\$2,888.80	bi-weekly
Julie Johnson	Per Pay	16 hours PTO	one time
Toni Liljedahl	\$35.13	\$37.06	hourly
Marty Powers	\$4,129.60	\$4,356	bi-weekly
Ben Prchal	\$30.50	\$32.31	hourly
Nick Witter	\$24.33	\$25.78	hourly
Part Time FF	\$17.50	\$17.99	hourly
Substitute FF	\$17.50	\$17.99	hourly

In addition to our regular full and part time staff, the City has also considered adjustments to the part time and paid on call pay structure for the fire department. Attached is a list of the different pay types and proposed rates effective in July since their pay period is monthly. The proposal represents a 2.8% increase.

### **FISCAL IMPACT:**

These increases were included in the adopted 2020 budget

### **OPTIONS:**

- 1) Approve the wage adjustments as presented
- 2) Approve the wage adjustments with a different effective date
- 3) Approve different wage adjustments
- 4) Do not approve any wage adjustments

**RECOMMENDATION:**

If removed from the consent agenda:

*Motion to approve the 2020 staff wage adjustments as presented.*

**ATTACHMENTS:**

- Paid on Call Firefighter Pay Plan

# 2020 FIRE DEPT RATES OF PAY

- HOURLY PAY = \$13.70/hr
  - Certified EMT's shall receive an additional \$1.18 per hour.
  - ⊖ Certified ENGINEERS shall receive an additional \$1.18 per hour.
  - ⊖ Officers shall receive an additional \$1.18 per hour.
  - Probationary Incentive Pay = \$589.85
- OFFICERS PAY =
  - ASSISTANT CHIEF (1) - \$2,513.22/year
  - CAPTAINS (4) - \$1,677.02/year
  - LIEUTENANTS (2) - \$838.51/year
- DUTY CREW/STANDBY PAY - \$2.34 per hour.

	<u>BASED ON YEAREND PERCENTAGE TOTALS</u>	
<b>YEAR END INCENTIVE PAY</b>	26% - Less than 31% = \$472.92	51% - Less than 61% = \$678.91
	31% - Less than 41% = \$530.88	61% - Less than 71% = \$766.82
	41% - Less than 51% = \$619.91	71% & ABOVE = \$884.79

- Part Time Shifts = \$17.99/hr
- Substitute Firefighter = \$17.99/hr

**PAY RATES EFFECTIVE JULY 1, 2020**