



STAFF REPORT

DATE: December 7, 2021

CONSENT

AGENDA ITEM: 2022 Pay Scale

TO: Honorable Mayor and City Council

SUBMITTED BY: Jake Dickson, Assistant City Administrator

BACKGROUND:

In 2016, the City hired David Drown and Associates (DDA) to complete a job classification and compensation study. In 2017, Council approved an updated step and grade compensation policy resulting from the DDA study and HR Committee recommendations. The DDA study also provided the city with a list of comparable cities that could be used for future planning.

In order to effectively recruit and retain employees, annual cost of living adjustments should be incorporated into step and grade pay scale annually. These adjustments are based on the data collected from the DDA study-determined comparable cities.

ISSUE BEFORE COUNCIL:

What cost of living adjustment should the City approve?

PROPOSAL DETAILS/ANALYSIS:

Using 2022 data from the comparable cities that responded, it was determined that the average COLA from those comparable cities was 2.97%, therefore staff is recommending a 2022 COLA adjustment of 3%.

FISCAL IMPACT:

The 2022 step and grade plan pay scale will include a 3% COLA across all positions and steps. The preliminary 2022 budget reflects the impact of the cost of living adjustment.

OPTIONS:

- 1) Approve the 2022 pay scale with 3% COLA
- 2) Approve the 2022 pay scale with different COLA
- 3) Do not approve 2022 pay scale

RECOMMENDATION:

If removed from the consent agenda:

“Move to approve the 2022 Pay Scale.”

ATTACHMENT:

- 2022 Pay Ranges
- 2022 Salary Adjustments for Comparable Cities

Evaluation Points			Range Steps											
Grade	Point Min	Point Max												
			Min	2	3	4	5	6	7	8	9	Max		
1	130	139	\$ 15.64	\$ 16.17	\$ 16.69	\$ 17.20	\$ 17.73	\$ 18.26	\$ 18.77	\$ 19.30	\$ 19.82	\$ 20.35		
2	140	151	\$ 16.70	\$ 17.27	\$ 17.81	\$ 18.37	\$ 18.93	\$ 19.48	\$ 20.05	\$ 20.60	\$ 21.16	\$ 21.72		
3	152	163	\$ 17.82	\$ 18.43	\$ 19.02	\$ 19.62	\$ 20.21	\$ 20.81	\$ 21.39	\$ 21.99	\$ 22.58	\$ 23.18		
4	164	176	\$ 19.03	\$ 19.67	\$ 20.30	\$ 20.94	\$ 21.58	\$ 22.20	\$ 22.85	\$ 23.48	\$ 24.11	\$ 24.74		
5	177	190	\$ 20.31	\$ 20.99	\$ 21.67	\$ 22.35	\$ 23.02	\$ 23.70	\$ 24.39	\$ 25.06	\$ 25.74	\$ 26.41		
6	191	205	\$ 21.69	\$ 22.41	\$ 23.14	\$ 23.87	\$ 24.57	\$ 25.30	\$ 26.03	\$ 26.75	\$ 27.48	\$ 28.20		
7	206	222	\$ 23.15	\$ 23.93	\$ 24.70	\$ 25.47	\$ 26.24	\$ 27.01	\$ 27.79	\$ 28.56	\$ 29.33	\$ 30.10		
8	223	240	\$ 24.72	\$ 25.55	\$ 26.37	\$ 27.19	\$ 28.01	\$ 28.84	\$ 29.67	\$ 30.49	\$ 31.31	\$ 32.14		
9	241	259	\$ 26.39	\$ 27.26	\$ 28.15	\$ 29.03	\$ 29.90	\$ 30.78	\$ 31.66	\$ 32.54	\$ 33.41	\$ 34.31		
10	260	280	\$ 28.17	\$ 29.10	\$ 30.05	\$ 30.99	\$ 31.92	\$ 32.87	\$ 33.79	\$ 34.74	\$ 35.68	\$ 36.62		
11	281	302	\$ 30.07	\$ 31.07	\$ 32.07	\$ 33.07	\$ 34.08	\$ 35.08	\$ 36.08	\$ 37.08	\$ 38.09	\$ 39.09		
12	303	326	\$ 32.10	\$ 33.17	\$ 34.24	\$ 35.30	\$ 36.38	\$ 37.45	\$ 38.51	\$ 39.58	\$ 40.66	\$ 41.72		
13	327	353	\$ 34.26	\$ 35.40	\$ 36.55	\$ 37.69	\$ 38.82	\$ 39.97	\$ 41.11	\$ 42.25	\$ 43.40	\$ 44.54		
14	354	381	\$ 36.57	\$ 37.80	\$ 39.01	\$ 40.24	\$ 41.45	\$ 42.67	\$ 43.89	\$ 45.12	\$ 46.33	\$ 47.55		
15	382	411	\$ 39.05	\$ 40.34	\$ 41.65	\$ 42.95	\$ 44.25	\$ 45.55	\$ 46.85	\$ 48.15	\$ 49.46	\$ 50.75		
16	412	444	\$ 41.68	\$ 43.06	\$ 44.46	\$ 45.85	\$ 47.24	\$ 48.63	\$ 50.01	\$ 51.41	\$ 52.79	\$ 54.18		
17	445	480	\$ 44.18	\$ 45.66	\$ 47.14	\$ 48.59	\$ 50.07	\$ 51.54	\$ 53.02	\$ 54.50	\$ 55.97	\$ 57.43		
18	481	518	\$ 46.83	\$ 48.39	\$ 49.95	\$ 51.51	\$ 53.07	\$ 54.63	\$ 56.20	\$ 57.76	\$ 59.32	\$ 60.88		
19	519	560	\$ 49.65	\$ 51.29	\$ 52.96	\$ 54.60	\$ 56.26	\$ 57.93	\$ 59.57	\$ 61.23	\$ 62.87	\$ 64.54		
20	561	605	\$ 52.62	\$ 54.37	\$ 56.13	\$ 57.88	\$ 59.63	\$ 61.40	\$ 63.15	\$ 64.91	\$ 66.65	\$ 68.41		

City	2022 COLA Percentage
Arden Hills	3.00%
Mahtomedi	2.75%
Mound	3.00%
Orono	3.00%
Waconia	2.50%
Little Canada	3.50%
Mounds View	3.00%
Rogers	3.50%
Victoria	2.50%
Average	2.97%