



## STAFF REPORT

DATE: December 5, 2023

## **CONSENT**

**TO:** Mayor and City Council

**FROM:** Karissa Goers, Administrative Services Director

**AGENDA ITEM:** 2024 General non-represented Pay Scale

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### **BACKGROUND:**

As a best practice, it is recommended that staff review the wages and rates for our non-represented employees annually and make recommendations for the upcoming year.

### **ISSUE BEFORE COUNCIL:**

Should the proposed 2024 Pay Scale be approved for the City of Lake Elmo employees?

### **PROPOSAL DETAILS/ANALYSIS:**

Attached is the 2024 Salary Range and Steps grid outlining the proposed 2024 rates.

The 2024 rates reflect an increase of 3.0% above the 2023 rates.

The proposed rates allow the city to remain competitive in the market.

### **FISCAL IMPACT:**

The increase in this pay scale is provided for in the proposed 2024 budget estimates.

### **OPTIONS:**

- 1) Approve the pay scale as presented.
- 2) Approve different pay scale.
- 3) Do not approve any pay adjustments for 2024.

### **RECOMMENDATION:**

If removed from the consent agenda:

**“Motion to approve the 2024 pay scale rates as presented.”**

### **ATTACHMENT:**

- 2024 Salary Range and Steps

2024 Salary Range and Step Plan

Grade	1	2	3	4	5	6	7	8	9	10	11
1	\$37,761	\$38,894	\$40,061	\$41,262	\$42,500	\$43,775	\$45,089	\$46,441	\$47,835	\$49,270	\$50,748
	\$18.15	\$18.70	\$19.26	\$19.84	\$20.43	\$21.05	\$21.68	\$22.33	\$23.00	\$23.69	\$24.40
2	\$41,535	\$42,781	\$44,066	\$45,388	\$46,750	\$48,153	\$49,598	\$51,086	\$52,619	\$54,198	\$55,824
	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30	\$26.06	\$26.84
3	\$45,690	\$47,061	\$48,473	\$49,927	\$51,425	\$52,968	\$54,557	\$56,193	\$57,880	\$59,616	\$61,405
	\$21.97	\$22.63	\$23.30	\$24.00	\$24.72	\$25.47	\$26.23	\$27.02	\$27.83	\$28.66	\$29.52
4	\$50,260	\$51,768	\$53,321	\$54,921	\$56,568	\$58,265	\$60,013	\$61,813	\$63,668	\$65,578	\$67,545
	\$24.16	\$24.89	\$25.64	\$26.40	\$27.20	\$28.01	\$28.85	\$29.72	\$30.61	\$31.53	\$32.47
5	\$55,286	\$56,944	\$58,652	\$60,412	\$62,225	\$64,092	\$66,015	\$67,995	\$70,035	\$72,136	\$74,300
	\$26.58	\$27.38	\$28.20	\$29.04	\$29.92	\$30.81	\$31.74	\$32.69	\$33.67	\$34.68	\$35.72
6	\$60,817	\$62,642	\$64,521	\$66,456	\$68,449	\$70,502	\$72,617	\$74,795	\$77,038	\$79,350	\$81,730
	\$29.24	\$30.12	\$31.02	\$31.95	\$32.91	\$33.90	\$34.91	\$35.96	\$37.04	\$38.15	\$39.29
7	\$66,897	\$68,903	\$70,970	\$73,100	\$75,293	\$77,552	\$79,879	\$82,276	\$84,744	\$87,286	\$89,904
	\$32.16	\$33.13	\$34.12	\$35.14	\$36.20	\$37.28	\$38.40	\$39.56	\$40.74	\$41.96	\$43.22
8	\$73,586	\$75,793	\$78,067	\$80,409	\$82,821	\$85,307	\$87,866	\$90,502	\$93,217	\$96,014	\$98,895
	\$35.38	\$36.44	\$37.53	\$38.66	\$39.82	\$41.01	\$42.24	\$43.51	\$44.82	\$46.16	\$47.55
9	\$80,946	\$83,374	\$85,875	\$88,451	\$91,105	\$93,838	\$96,653	\$99,553	\$102,539	\$105,615	\$108,784
	\$38.92	\$40.08	\$41.29	\$42.52	\$43.80	\$45.11	\$46.47	\$47.86	\$49.30	\$50.78	\$52.30
10	\$89,041	\$91,712	\$94,463	\$97,297	\$100,216	\$103,221	\$106,317	\$109,507	\$112,792	\$116,176	\$119,661
	\$42.81	\$44.09	\$45.42	\$46.78	\$48.18	\$49.63	\$51.11	\$52.65	\$54.23	\$55.85	\$57.53
11	\$97,943	\$100,881	\$103,908	\$107,025	\$110,236	\$113,543	\$116,949	\$120,457	\$124,070	\$127,792	\$131,626
	\$47.09	\$48.50	\$49.96	\$51.45	\$53.00	\$54.59	\$56.23	\$57.91	\$59.65	\$61.44	\$63.28
12	\$107,737	\$110,969	\$114,299	\$117,728	\$121,260	\$124,897	\$128,644	\$132,504	\$136,479	\$140,573	\$144,790
	\$51.80	\$53.35	\$54.95	\$56.60	\$58.30	\$60.05	\$61.85	\$63.70	\$65.61	\$67.58	\$69.61
13	\$118,510	\$122,065	\$125,727	\$129,499	\$133,385	\$137,387	\$141,510	\$145,755	\$150,128	\$154,632	\$159,270
	\$56.98	\$58.69	\$60.45	\$62.26	\$64.13	\$66.05	\$68.03	\$70.07	\$72.18	\$74.34	\$76.57
14	\$130,362	\$134,273	\$138,301	\$142,450	\$146,724	\$151,126	\$155,660	\$160,330	\$165,140	\$170,095	\$175,197
	\$62.67	\$64.55	\$66.49	\$68.49	\$70.54	\$72.66	\$74.84	\$77.08	\$79.39	\$81.78	\$84.23
15	\$143,398	\$147,700	\$152,131	\$156,695	\$161,396	\$166,238	\$171,226	\$176,362	\$181,653	\$187,103	\$192,717
	\$68.94	\$71.01	\$73.14	\$75.33	\$77.59	\$79.92	\$82.32	\$84.79	\$87.33	\$89.95	\$92.65