



The Finance & Personnel Committee meeting is held using a hybrid model.

The public is welcome to attend the meeting in person at City Hall (City Council Chambers) or virtually by using the meeting access link and additional information located on the City's website and on the meeting agenda.

Members Present: ~~Barbara Bitetto~~, Pat Cole, Earle Stuard *Note: Councilmember Bitetto was excused.*

Others Present: n/a

Staff Present: Administrative Services Director (ASD) Jeff Steffens, Chief Financial Officer (CFO) Kassandra Raymond.

The meeting convened at 5:30 p.m. via Zoom. Councilmembers Cole, Stuard, and Administrative Services Director Steffens attended virtually.

Committee Business

Ordinance No. 2845 2023 Compensation Schedule: ASD Steffens reviewed the proposed 2023 employee compensation schedule, incorporating both bargained and non-represented employees. *Do Pass (Regular Business, December 5, 2022).*

Sales Tax Reporting: CFO Raymond reviewed staff's monthly sales tax analysis activities, and discussed results. This is a regular reporting item. *No further Committee action required at this time.*

With no further items, the meeting adjourned at 5:42 p.m.

Prepared by Chief Financial Officer Kassandra Raymond

Attached: 2023 Compensation Schedule Presentation

2023 Compensation Schedule

Finance and Personnel Committee
November 30, 2022



2023 Compensation Schedule

- Compensation Schedule
 - Required to be approved annually
 - Done by Ordinance
 - Incorporates previously approved Union CBAs
 - Sets salary for non-represented employees

2023 Compensation Schedule

- Compensation Philosophy
 - Near (not at) the top of similar positions at local comparable cities
 - 2021 Compensation Analysis
 - Defined as 95% of the average top three highest
- Effects our ability to recruit and retain employees

2023 Compensation Schedule

- The Good News
 - All 4 labor contracts are settled for 2023
 - Salary amounts at (or below) budgeted projections
 - Inflation is starting to slow

2023 Compensation Schedule

- The Bad News
 - Inflation is at historical rates
 - June 10.1%
 - August 9.0%
 - October 8.9%
 - Commissioned Police likely behind market
 - Difficult Job Market

2023 Compensation Schedule

- Hiring Status
 - 4 current vacancies (includes one in backgrounds)
 - 28 new employees since 1/1/2022
 - 7 promotional appointments
 - 183 “first” interviews held YTD

2023 Compensation Schedule

- 2023 Wages
 - Unions
 - Operating Engineers – 7%
 - Teamsters – 7%
 - Police Support – 7%
 - Police Commissioned – 4.5%
 - Non-Represented – 6%

Next Steps

- Proposed Council Adoption on December 5, 2022
- Wages go into effect January 1, 2023