



FY 2022-2023  
City Manager's  
Proposed Budget

**The City Manager recommends  
the following Pay Adjustments  
effective July 1, 2022.**

## **City Employees**

### **5% Cost of Living Adjustment**

- A 5% Cost of Living Adjustment effective July 1, 2022 for full-time employees who are not included in the *Public Safety Step Plan*.
- The General City Pay Plan Salary Ranges will be increased by 2%.

# Additional Pay Adjustment for Maintenance Staff



## For Public Works Maintenance staff (up to grade 14), Recreation and Parks Facilities/Groundskeeper positions, and Meter Reader Staff:

1. Following the 5% Cost of Living Adjustment, increase salary to proposed new minimum, if below, on updated pay plan.

# Additional Pay Adjustment for Maintenance Staff continued...



2. Provide an additional base salary increase based on years of service for various positions:
  - **2 years - \$200**
  - **3 years - \$300**
  - **4 years - \$400**
  - **5 years - \$500**
  - **7-9 years - \$750**
  - **10-14 years - \$1,000**
  - **15-19 years - \$1,500**
  - **20+ years - \$2,000**
  
3. Provide for targeted additional increases in limited cases as approved by the City Manager

# Public Safety Step Plan



- **A new Public Safety Plan is proposed for the Police and Fire personnel and Emergency Communications and Animal Control staff that are included in the updated Step Plan Salary Grade Structure.**
- ▶ **The Step Plan is structured with 21 steps; it provides the opportunity for staff to see an outline of future planned increases.**

# Public Safety Step Plan continued...



## **The proposed Step plan implementation provides for the following, effective July 1, 2022:**

- ▶ Employee salaries to be increased by a 2% cost of living increase.
- ▶ Pay plan starting salaries increased by 2% (or as otherwise provided for in the attached pay plan).
- ▶ Employee salaries are then added to the step plan by placing salaries at the next highest step in the plan.
- ▶ Employee salaries are then moved forward by on 2.5% step.

# Cost Estimates



## Estimated Salary/Benefits Costs for the above adjustments are as follows:

- City Employees 5% Cost of Living Adjustment: \$492,000
- Additional Pay Adjustments for Maintenance Staff: \$45,000
- Public Safety Step Plan: \$466,000

**Estimated Total Salary/Benefit Cost: \$1,003,000**