



## Agenda Memo

**TO:** City Council

**FROM:** Michelle Hayes – Finance Director

**SUBJECT:** Pay Increase for 2024

**DATE:** December 12, 2023

**Background:**

The City Council included pay increases in the 2024 budget (Maintenance omitted due to no current supervisor and maintenance worker is still in probationary period and in process of getting CDL):

Employee	2023 Hourly	2024 Hourly	Increase Amount	Increase Percentage
Michelle Hayes	\$35.58	\$36.65	\$1.07	3%
Angie Comstock	\$26.00	\$26.78	\$0.78	3%

The current pay matrix:

Points	Position Description	Grade	Hourly Range		
			Min	Mid	Max
91 - 98	Wait Staff	2	11.35	13.33	15.32
99 - 106	Bartender, Retail Clerk	3	12.03	14.13	16.24
107 - 115	Custodian	4	12.75	14.98	17.21
116 - 125	Grill Cook, Shift Supervisor – Off Sale	5	13.51	15.88	18.24
147 - 158	Shift Supervisor – On Sale	8	16.09	18.91	21.73
186 - 200	Maintenance Worker 1	11	19.17	22.52	25.88
217 - 232	Maintenance Worker 2	13	21.54	25.31	29.08
233 - 250	Assistant Manager, Deputy Clerk, Accounting Clerk	14	22.83	26.83	30.82
296 - 323	PW Supervisor, Managers, Finance Direct.	17	27.19	31.95	36.71
356 - 391	City Clerk/Treasurer	19	30.55	35.90	41.25

**Action Requested:**

Approve the 2024 pay increases as stated above.