



**TO:** City Council

**FROM:** Michelle Hayes – Finance Director

**SUBJECT:** Annexation Pay Analysis

**DATE:** October 6, 2022

**Background:**

The council and Lent town board met on 9/27/2022 to discuss employee pay and benefits for both City of Stacy and Lent Township. At that meeting the council requested a breakdown of all current employees, current wage, proposed wage that is in the new budget for 2023 and the pay matrix. This information shows where the office believes the Lent Township employees would fall into our current pay matrix. This is an assumption, but will be reviewed in detail with the pay study and adjusted where needed. Below is that information.

**CURRENT PAY MATRIX:**



**Pay Matrix - Approved July 26, 2022**

Points	Department	Title	Grade	Hourly Range			Salary Range		
				Min	Mid	Max	Min	Mid	Max
93	Liquor Operations	Wait Staff	2	11.35	13.33	15.32	23,599.66	27,729.60	31,859.54
106	Liquor Operations	Bartender	3	12.03	14.13	16.24	25,015.64	29,393.38	33,771.11
106	Liquor Operations	Retail Liquor Clerk	3	12.03	14.13	16.24	25,015.64	29,393.38	33,771.11
109	Liquor Operations	Custodian	4	12.75	14.98	17.21	26,516.58	31,156.98	35,797.38
116	Liquor Operations	Grill Cook	5	13.51	15.88	18.24	28,107.57	33,026.40	37,945.22
151	Liquor Operations	Shift Supervisor	8	16.09	18.91	21.73	33,476.57	39,334.97	45,193.37
188	Public Works	Public Works Maintenance Worker I	11	19.17	22.52	25.88	39,871.13	46,848.58	53,826.02
234	Liquor Operations	Assistant Manager - Off-Sale	14	22.83	26.83	30.82	47,487.15	55,797.40	64,107.65
234	Liquor Operations	Assistant Manager - On-Sale	14	22.83	26.83	30.82	47,487.15	55,797.40	64,107.65
316	Public Works	Public Works Supervisor	17	27.19	31.95	36.71	56,557.96	66,455.60	76,353.24
323	Liquor Operations	Off-Sale Manager	17	27.19	31.95	36.71	56,557.96	66,455.60	76,353.24
323	Liquor Operations	On-Sale Manager	17	27.19	31.95	36.71	56,557.96	66,455.60	76,353.24
323	Administration	Finance Director	17	27.19	31.95	36.71	56,557.96	66,455.60	76,353.24
360	Administration	City Clerk/Treasurer	19	30.55	35.90	41.25	63,548.52	74,669.51	85,790.50

**CURRENT PAY BY EMPLOYEES:**

Name	Department	Title	Grade (proposed grade)	Current Pay	Proposed 2023 Pay	In Compliance with current matrix?
Sharon Payne	Administration	City Clerk	19	\$ 34.99	\$ 37.79	Yes
Tanya Smolke	Administration	Deputy Clerk	14	\$ 20.00	\$ -	No (too low)
Michelle Hayes	Administration	Finance Director	17	\$ 31.95	\$ 34.51	Yes
Stephanie Aker	Administration	Current Treasurer - Lent Proposed - Assistant Finance	14	\$ 28.00	\$ -	Yes
Allen Anderson	Maintenance	Maintenance Supervisor	17	\$ 30.00	\$ 30.64	Yes
Mike Kroll	Maintenance	Maintenance Worker	11	\$ 23.74	\$ 25.64	Yes
Matt	Maintenance	Current Maint. Super - Lent Proposed - Maint. Worker	11	\$ 32.00	\$ -	No (too high)
Craig	Maintenance	Maintenance Worker	11	\$ 25.00	\$ -	Yes