

Memo

To:	Peter Glenn, CAO
From:	Kara Kramer, Finance Director
Date:	5/15/2025
Re:	Wage Scale 2026

Per Municipal Order #05-07-19-04, the wage scale is modified to reflect the Cost-of-Living Adjustment (COLA) Factor as determined by the Department of Local Government on an annual basis.

The wage scale has (11) full-time salary and one (1) part-time band. Each minimum pay band has been increased by COLA, 2.9%. Pay band A contain a range of \$40,000. Pay bands B – H contain a range of \$30,000. Pay bands I – K contain a range of \$25,000.

As part of an ongoing review and restricting of roles and responsivities within the city, the following changes to pay bands have been implemented:

- The Director of Public Safety position is a new role in Pay Band A. This reflects the recent changes in the scope and nature of the role.

The following positions have been reclassified from Pay Band C to Pay Band B:

- Director of Finance/HR
- Director of Public Works
- Director of Economic Development/Assistant City Administrator

These adjustments are the result of gradual restructuring of job responsibilities over recent years. These reclassifications align compensation with the expanded scope of duties and reflect the evolving structure of the city.

Attached you will find the updated wage scale for 2026.