

Employee Wage Adjustments

The Mayor and I discussed several possible scenarios for employee wage adjustments, which are presented below. We agreed on the following criteria:

1. City employees deserve a wage adjustment in light of all they have had deal with in this past year with both the pandemic and the unseasonably cold weather in February.
2. We are losing long-time employees and the institutional knowledge they possess. We need to provide reasonable incentives to retain employees, who have not gotten cost-of-living or merit pay increases since 2019.
3. Since sales tax revenue has exceeded our budget estimates for this year, there is sufficient funding for these wage adjustments.
4. Essential personnel who have been on the “front line” directly dealing in difficult circumstances with problems that have arisen and with citizens in need deserve extra recognition for their efforts.

Therefore, we are proposing a two-tier system for wage adjustments - a tier for managerial and office staff, and a higher tier for front-line staff such as our public safety officers and public works employees. Everyone in each tier would get the same increase in compensation.

Note that this is only for the remainder of 2021. There is a salary survey underway and the Mayor has proposed resuming cost-of-living adjustments and merit increases in 2022. We need to consider the effect of these one-time adjustments against further adjustments that will be made in the future.

The table below shows the proposed wage adjustments for front-line and managerial staff, the estimated additional salary cost for the remainder of this year, and the estimated additional salary cost for a full year. Note that these are estimated costs and need to be more thoroughly vetted.

Proposed are these three scenarios:

	Scenario 1	Scenario 2	Scenario 3
Front-Line Staff	3%	4%	5%
Managerial/Office Staff	1%	2%	3%
Add'l Cost This Year (Salary only)	\$12,688.14	\$18,266.72	\$23,665
Add'l Cost This Year with Benefits added (est. at 30%)	\$16,728.58	\$23,746.74	\$30,764.90

	Scenario 1	Scenario 2	Scenario 3
Add'l Cost Full Year (Salary only)	\$33,460.82	\$47,498.36	\$61,535.90
Add'l Cost Full Year with Benefits added (est. at 30%)	\$43,499.07	61,747.87	79,996.67

The accompanying spreadsheet breaks down the proposed increases for each staff member.

Table 1

	FrontLine/ Essential	Remaining Salary 2021	Total Budgeted Salary 2021			
Carter, Lenn	N	\$47,150.00	\$122,590.00	\$47,621.50	\$123,815.90	\$48,093.00
Early, Tyler	Y	\$34,421.90	\$89,500.00	\$35,454.56	\$92,185.00	\$35,798.78
Eller, Robert	Y	\$20,976.00	\$54,540.00	\$21,605.28	\$56,176.20	\$21,815.04
Gill, Crystal	Y	\$21,504.00	\$55,910.00	\$22,149.12	\$57,587.30	\$22,364.16
Neubauer, Shannon	Y	\$21,848.00	\$56,805.00	\$22,503.44	\$58,509.15	\$22,721.92
Paddon, Katie	Y	\$20,976.00	\$54,540.00	\$21,605.28	\$56,176.20	\$21,815.04
Pierce, Jeremy	Y	\$25,560.00	\$66,460.00	\$26,326.80	\$68,453.80	\$26,582.40
Saucedo, Luis	Y	\$26,120.00	\$67,910.00	\$26,903.60	\$69,947.30	\$27,164.80
Stern, Robert	Y	\$31,928.00	\$83,013.00	\$32,885.84	\$85,503.39	\$33,205.12
Strong, Charles	Y	\$20,976.00	\$54,540.00	\$21,605.28	\$56,176.20	\$21,815.04
Torres, Natalie	Y	\$18,096.00	\$47,050.00	\$18,638.88	\$48,461.50	\$18,819.84
Varga, Levi	Y	\$19,008.00	\$49,420.00	\$19,578.24	\$50,902.60	\$19,768.32
Wells, William	Y	\$25,432.00	\$66,144.00	\$26,194.96	\$68,128.32	\$26,449.28
Cantu, Sam	Y	\$25,440.00	\$66,144.00	\$26,203.20	\$68,128.32	\$26,457.60
Horry, J	N	\$36,538.60	\$105,040.00	\$36,538.60	\$105,040.00	\$36,538.60
Meredith, Carolyn	Y	\$34,791.70	\$90,548.00	\$35,835.45	\$93,264.44	\$36,183.37
Rodrigues, Zachary	Y	\$12,000.00	\$31,200.00	\$12,360.00	\$32,136.00	\$12,480.00
Sandoval, Rolando	Y	\$14,400.00	\$37,440.00	\$14,832.00	\$38,563.20	\$14,976.00
Carillo, Sylvia	N	\$61,538.40	\$160,000.00	\$62,153.78	\$161,600.00	\$62,769.17
Fleegal, Suzanna	N	\$28,846.20	\$75,000.00	\$29,134.66	\$75,750.00	\$29,423.12
Lingafelter, Matt	N	\$28,846.20	\$75,000.00	\$29,134.66	\$75,750.00	\$29,423.12
		\$576,397.00	\$1,508,794.00	\$589,265.14	\$1,542,254.82	\$594,663.72
Total Added to Budget				\$12,868.14	\$33,460.82	\$18,266.72
Plus Estimated Benefits				\$16,728.58	\$43,499.07	\$23,746.74
				Scenario 1		Scenario 2
Essential				3%		4%
Managerial/Office				1%		2%
Estimated Benefits Cost	30%					
Remaining Budgeted	645,513.12					

Carter, Lenn	\$125,041.80	\$48,564.50	\$126,267.70
Early, Tyler	\$93,080.00	\$36,143.00	\$93,975.00
Eller, Robert	\$56,721.60	\$22,024.80	\$57,267.00
Gill, Crystal	\$58,146.40	\$22,579.20	\$58,705.50
Neubauer, Shannon	\$59,077.20	\$22,940.40	\$59,645.25
Paddon, Katie	\$56,721.60	\$22,024.80	\$57,267.00
Pierce, Jeremy	\$69,118.40	\$26,838.00	\$69,783.00
Saucedo, Luis	\$70,626.40	\$27,426.00	\$71,305.50
Stern, Robert	\$86,333.52	\$33,524.40	\$87,163.65
Strong, Charles	\$56,721.60	\$22,024.80	\$57,267.00
Torres, Natalie	\$48,932.00	\$19,000.80	\$49,402.50
Varga, Levi	\$51,396.80	\$19,958.40	\$51,891.00
Wells, William	\$68,789.76	\$26,703.60	\$69,451.20
Cantu, Sam	\$68,789.76	\$26,712.00	\$69,451.20
Horry, J	\$105,040.00	\$36,538.60	\$105,040.00
Meredith, Carolyn	\$94,169.92	\$36,531.29	\$95,075.40
Rodrigues, Zachary	\$32,448.00	\$12,600.00	\$32,760.00
Sandoval, Rolando	\$38,937.60	\$15,120.00	\$39,312.00
Carillo, Sylvia	\$163,200.00	\$63,384.55	\$164,800.00
Fleegal, Suzanna	\$76,500.00	\$29,711.59	\$77,250.00
Lingafelter, Matt	\$76,500.00	\$29,711.59	\$77,250.00
	\$1,556,292.36	\$600,062.30	\$1,570,329.90
Total Added to Budget	\$47,498.36	\$23,665.30	\$61,535.90
Plus Estimated Benefits	\$61,747.87	\$30,764.90	\$79,996.67
		Scenario 3	
Essential		5%	
Managerial/Office		3%	
Estimated Benefits Cost			
Remaining Budgeted			

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Plus Estimated Benefits				\$16,728.58	\$43,499.07	\$23,746.74	\$61,747.87
				Scenario 1		Scenario 2	
Essential				3%		4%	
Managerial/Office				1%		2%	
Estimated Benefits Cost	30.0%						
Remaining Budgeted	645,513.12						

\$48,564.50	\$126,267.70
\$36,143.00	\$93,975.00
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\$600,062.30	\$1,570,329.90
\$23,665.30	\$61,535.90
\$30,764.90	\$79,996.67
Scenario 3	
5%	
3%	