

Council Initiative #1

By Councilman Kennedy

Addressing: Budget and employee pay

Currently the City Council approves the percentage asked and the lump sum is allocated to the City Administrator for distribution. The raises are discretionary, and the council does not have a say in the process. The whole process lacks transparency and an overall plan.

Currently the upper 20 directors and asst. directors were given a substantial raise from a salary study and tweaked by HR and city administrator. The structure was not brought before the council and only until labor negotiations were the council members aware.

The 5% salary approved will go to the city administrator for allocations. The plan was not a 5% raise for employees, but a lump sum given and used in a rate study not seen by the council.

Longevity has been given for many years in the city. The city administrator has decided to eliminate this and increase the salaries of some employees. This is not approved by the council.

Steps in this initiative:

1. City Administrator to provide the salary study and changes to the council members.
2. The city administrator provides the 3 year progression of raises to the top 20 administrative salaries to the council.
3. The plan for the distribution of the 5% lump sum approved in the budget.
4. Transparency to the employees and the council.
5. The Budget committee will start with salary budget discussions during the year of budgeting.
6. This process should be shared with the council.
7. Public dollars should be transparent.
8. For transparency: all salaries published in budgets.