



## Legislation Details (With Text)

**File #:** Res. 2020-118      **Version:** 1      **Name:**

**Type:** Resolution      **Status:** Passed

**File created:** 11/23/2020      **In control:** City Council

**On agenda:** 12/1/2020      **Final action:**

**Title:** Consider Approving New Base Pay Schedules for City of Northfield Employees.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution re 2021 BPS (v.1) 112320, 2. 2021 Base Pay Schedule

Date	Ver.	Action By	Action	Result
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**City Council Meeting Date:** December 1, 2020

**To:** Mayor and City Council  
City Administrator

**From:** Communications & Human Resources Director Mahowald

Consider Approving New Base Pay Schedules for City of Northfield Employees.

### Action Requested:

The Northfield City Council considers approval of the attached Resolution - Approving New Base Pay Schedule for City of Northfield Employees.

### Summary Report:

This item is added to the December 1, 2020 agenda packet after receiving city council direction to consider it after discussion at the November 10, 2020 closed meeting as it is intertwined with labor negotiation strategy.

City representatives met with the non-union employees on November 19, 2020. Staff recommends that the City Council approve non-union wages as it meets the goals of the City through implementing components of the City's job classification and compensation study conducted by McGrath Human Resources Group, effective January 1, 2017, and providing a 2% general wage increase to the new base pay schedule, effective January 1, 2021, and a step increase subject to satisfactory performance..

### Financial Impacts:

The proposed wage increases are within the budget guidelines for 2021.

### Tentative Timelines:

Wages will take effect in 2020 and 2021, subject to the beginning of the new wages aligning with payroll

periods.