

CITY OF SHAKOPEE, MINNESOTA

RESOLUTION NO. 2022-147

**RESOLUTION APPROVING
THE CITY OF SHAKOPEE
2022 COMPENSATION PROGRAM**

WHEREAS, in 2017, the City of Shakopee contracted with the Keystone Compensation Group to conduct a study of full-time, non-union positions;

WHEREAS, in 2022, The City of Shakopee contracted with Keystone Compensation Group to conduct a review of the 2017 study, and to ensure that city employees were compensated at the mid-line of city comparable cities;

WHEREAS, the study determined that maximum pay for each pay grade (salary range) fell below the market average by 5%;

WHEREAS, the study further determined that certain positions appeared to be under the mid-point of the market;

WHEREAS, an internal staff review confirmed that 11 of those position were under the under the mid-point of the market;

WHEREAS, the City Council has determined that employee salaries should generally fall within the mid-point of the city comparable cities;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Shakopee, Minnesota, that the attached 2022 Compensation Program be approved, a 2% market rate adjustment for all non-union, full-time employees be approved, and additional market rate adjustments be approved for the following listed positions:

<u>Department</u>	<u>Position Title</u>	<u>Adjustment</u>
PD	Code Compliance Specialist	\$2,580
PD	Police Chief	\$5,730
Recreation	Aquatics Specialist	\$2,120
Facilities	Facility Maintenance Worker (3)	\$2,810
Fire	Fire Chief	\$6,180
Finance	Accounting Specialist (Clerk)	\$3,340
Clerk	Deputy City Clerk	\$3,340
Clerk	City Clerk	\$2,480
IT	IT Director	\$3,230
Admin	Communications Manager	\$4,320
Admin	Human Resources Director	\$1,300

BE IT FURTHER RESOLVED that the attached 2023 Pay Plan be implemented.

Adopted by the City Council of the City of Shakopee, Minnesota this 6th day of December 2022.

Mayor

ATTEST:

City Clerk