



Employee Salaries



Three Simple Budget Options



- Maintain Services
 - *(This costs more.)*
- Reduce Services
 - *(Tell us where you want to reduce.)*
- Enhance Services
 - *(This costs more. Tell us where you want to enhance)*



Comparative Analysis



- Saginaw is at or near the bottom of comparable agencies in salaries across all departments.



Recommendation #1

(Now)



- Increase minimum **full time** salaries to at least \$17.50 per hour now (mid-year budget adjustment). This affects 12 positions citywide. (8 filled, 4 vacant)
- \$21,813
- General Fund \$19,248
- Enterprise Fund \$ 2,565



Recommendation #2 (Now)



- Public Works employees at Crew Leader level and below receive a “step” adjustment now (mid-year budget adjustment). (Approximately 3%)
- \$ 10,198
- General Fund \$ 4,593
- Enterprise Fund \$ 5,605

Recommendation #3 (Now)



- There are serious competitiveness, recruitment and retention, and compression issues in the Police Department.



Recommendation #4

(Future)



- Explore retention, recruitment, and referral bonus programs.



Recommendation #4 (Future)



- Beginning in FY24, plan on cost of living, market adjustments, and/or steps between 5-10%.
- Furthest behind market=larger adjustments.
- Ultimately we are limited by budget capacity.
 - Likely health insurance increases and higher employee out of pocket cost.
- We recommend this target for at least the next 3 fiscal years.

Questions?

