

RESOLUTION # 02-05-22
AMENDING RESOLUTION #12-23-07 of the City of Hastings
Establishing Criteria for Compensation

WHEREAS, the City Council adopted Resolution 12-23-07 on December 17, 2007, that implemented a compensation system based on a market comparison with cities of 15,000 to 35,000 population within the seven-county Metro region; and

WHEREAS, the City Council recognizes that having a consistent definition of comparison cities will aid transparency as well as implementation over time; and

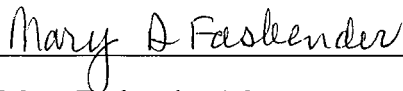
WHEREAS, the City Council recognizes that cities of similar population within the region are reasonable comparisons for evaluating the labor market;

WHEREAS, the City desires to amend Resolution 12-23-07 to also include several cities with close proximity to Hastings as part of the local labor market.

NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HASTINGS, that it hereby adopts the following policy concerning the establishment of criteria for employee compensation:

- A) The City of Hastings employee compensation schedule will be based upon a comparison of cities with populations from 15,000 to 35,000 population in the seven-county Metro region and the Cities of Cannon Falls, Cottage Grove, Northfield, and Red Wing.
- B) The median wage of the comparison cities shall be used in determining the comparable market rate compensation schedule.
- C) The City shall remain in compliance with the Pay Equity Act.

Passed the 7th day of February, 2022.



Mary Fasbender, Mayor

Attest:



Kelly Murtaugh, City Clerk