

**CITY OF PAPIILLION
MAYOR AND CITY COUNCIL
REPORT
MAY 2, 2023**

Subject:	Type:	Submitted By:
Resolution to approve a wage adjustment for the position of City Administrator based on a market study of comparable positions	Resolution R23-0071	Mayor David P Black

SYNOPSIS

Section 69-1 of the Papillion Municipal Code requires the City Council to adopt a resolution setting forth compensation for each employee. Approval of Resolution R23- 0071 would allow a wage adjustment for the position of City Administrator (Amber Powers) effective February 1, 2023. An internal market study of comparable positions in Nebraska and external comparability per state statute showed the position of City Administrator to be below the current market. This change in salary is consistent with the adjustments made for all management exempt positions.

FISCAL IMPACT

If approved, the estimated fiscal impact of the wage increase is \$12,400 for the remainder of the 2022/2023 budget year. The funding of this change will be managed in the current budget and future budgets.

RECOMMENDATION

Approval

BACKGROUND

The City Council adopted Resolution No. R20-0023 on February 4, 2020, appointing Amber Powers to the position of City Administrator and approved the employment agreement establishing benefits and wages.

ATTACHMENTS

1. Resolution R23-0071
2. Internal Market Study

RESOLUTION NO. R23-0071

A RESOLUTION TO APPROVE A WAGE ADJUSTMENT FOR THE POSITION OF CITY ADMINISTRATOR BASED ON A MARKET STUDY OF COMPARABLE POSITIONS WITHIN NEBRASKA.

WHEREAS, the Code of the City of Papillion, Chapter 69, Salaries and Compensation, Section 69-1 requires the City Council to adopt a resolution setting forth the names for each full-time employee and the compensation range for such employees; and

WHEREAS, a wage adjustment is appropriate for the position of City Administrator (Amber Powers) effective February 1, 2023, based on both an internal market study of comparable positions in Nebraska and the most recent independent wage comparability study consistent with state statutes; and

WHEREAS, the City recognizes the current increases in cost of living; and

WHEREAS, the City of Papillion's management and exempt employees do not receive annual cost of living adjustments; and

WHEREAS, this resolution shall supersede all previous resolutions.

THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Papillion that the updated salary of \$155,346 for the position of City Administrator is hereby approved and effective February 1, 2023.

PASSED AND APPROVED THIS 2nd DAY OF MAY 2023.

CITY OF PAPIILLION,

David P. Black, Mayor

Attest:

Nicole Brown, City Clerk

(S E A L)

MAYOR'S MARKET STUDY FOR CITY ADMINISTRATOR

* * * To be validated with an independent external comparability study * * *

PEER GROUPS:	Salary	City	of Papio
State (19)			
Low	121,412	Plattsmouth	-10.9%
==>	136,269	Papillion	0.0%
Average	166,418		22.1%
MidPoint	168,438		23.6%
High	235,164	Beatrice	72.6%
Metro (9)			
Low	121,412	Plattsmouth	-10.9%
==>	136,269	Papillion	0.0%
Average	145,989		7.1%
MidPoint	136,269		0.0%
High	190,975	LaVista	40.1%
Sarpy (5)			
Low	133,068	Gretna	-2.3%
==>	136,269	Papillion	0.0%
Average	149,427		9.7%
MidPoint	136,269		0.0%
High	174,179	LaVista	27.8%
POPULATION TIERS:			
> 50% of Papio (2)			
Low	168,438	Bellevue	23.6%
Average	187,985		38.0%
MidPoint	187,985		38.0%
High	207,532	Grand Island	52.3%
+/- 50% of Papio (10)			
Low	136,269	Papillion	0.0%
Average	175,315		28.7%
MidPoint	169,503		24.4%
High	228,668	Kearney	67.8%
< 50% of Papio (7)			
Low	121,412	Plattsmouth	-10.9%
Average	147,547		8.3%
MidPoint	135,000		-0.9%
High	235,164	Beatrice	72.6%
HAS DEPUTY:			
Yes (7)			
Low	136,269	Papillion	0.0%
Average	166,674		22.3%
MidPoint	168,654		23.8%
High	228,668	Kearney	67.8%
No (12)			
Low	121,412	Plattsmouth	-10.9%
Average	166,269		22.0%
MidPoint	154,219		13.2%
High	235,164	Beatrice	72.6%

	Peer Group			Population Tiers			Has a Deputy?	
	State	Metro	Sarpy	> 50%	+/- 50%	< 50%	Yes	No
Low	121,412	121,412	133,068	168,438	136,269	121,412	136,269	121,412
Average	166,418	145,989	149,427	187,985	175,315	147,547	166,674	166,269
MidPoint	168,438	136,269	136,269	187,985	169,503	135,000	168,654	154,219
High	235,164	190,975	174,179	207,532	228,668	235,164	228,668	235,164
Ave of Ave & Mid Point								
				150,468		172,409		167,664

PROPOSAL			
Average of All Averages and MidPoints:			
All 3 Peer Groups	150,468		
+/- 50% Population	172,409		
Has a Deputy	167,664		
Average (i.e. Market Target)	163,514	95%	Adjusted Base Salary
Papillion (Current)	136,269		155,369
Currently Out of Market	27,245	17%	Still Out of Market
			8,145 5.0%
Plan to Correct Compensation:			
Papillion Current	136,269		
Market Adjustment	19,100	Resolution to Council for Market Adjustment	

CURRENT						
Peers	Low		High			
	State	Metro	State	Metro		
State	Plattsmouth	Beatrice	1	Beatrice	235,164	72.6%
Metro	Plattsmouth	LaVista	2	Kearney	228,668	67.8%
Sarpy	Gretna	LaVista	3	Columbus	226,800	66.4%
Population			4	Grand Island	207,532	52.3%
> 50%	Bellevue	GI	5	Hastings	190,975	40.1%
+/- 50%	Papillion	Kearney	6	LaVista	174,179	27.8%
< 50%	Plattsmouth	Beatrice	7	Fremont	170,351	25.0%
Deputy			8	Norfolk	168,654	23.8%
Yes	Papillion	Kearney	9	North Platte	168,654	23.8%
No	Plattsmouth	Beatrice	10	Bellevue	168,438	23.6%
			11	South Sioux	148,595	9.0%
			12	Blair	140,000	2.7%
			13	Scottsbluff	140,000	2.7%
			14	Papillion	136,269	0.0%
			15	Springfield	135,183	-0.8%
			16	Ralston	135,000	-0.9%
			17	Gretna	133,068	-2.3%
			18	Nebraska City	133,000	-2.4%
			19	Plattsmouth	121,412	-10.9%

PROPOSED			
1	Beatrice	235,164	51.4%
2	Kearney	228,668	47.2%
3	Columbus	226,800	46.0%
4	Grand Island	207,532	33.6%
5	Hastings	190,975	22.9%
6	LaVista	174,179	12.1%
7	Fremont	170,351	9.6%
8	Norfolk	168,654	8.6%
9	North Platte	168,654	8.6%
10	Bellevue	168,438	8.4%
11	Papillion	155,369	0.0%
12	South Sioux	148,595	-4.4%
13	Blair	140,000	-9.9%
14	Scottsbluff	140,000	-9.9%
15	Springfield	135,183	-13.0%
16	Ralston	135,000	-13.1%
17	Gretna	133,068	-14.4%
18	Nebraska City	133,000	-14.4%
19	Plattsmouth	121,412	-21.9%

SUMMARY OF PROPOSED CHANGE

MARKET ADJUSTMENT		
	Pre	Post
All 3 Peer Groups	91%	103%
+/- 50% Population	79%	90%
Has a Deputy	81%	93%
Average (i.e. Market Target)	83%	95%

A Market Adjustment to a new base salary of 155,369 resulting in:

- Moving from 83% of the Target Market Weighted Average up to 95% of the Weighted Target Average;
- Moving towards the middle of the Peer group by:
 - Increasing the spread from the bottom (Plattsmouth) from 10.9% (+\$24,857) to 21.9% (+33,957) and
 - Decreasing the spread from the top (Beatrice) from 77.6% (-98,895) to 51.4% (-79,795).
- Places Papillion right between South Sioux City (4.4% ABOVE their \$148,595) and Bellevue (8.4% BELOW their \$168,438) where currently we are down with Springfield and Ralston, both Cities of the Second Class.

SALARY STUDY

January 2023

GROUPINGS FOR COMPARATIVE

EFFICIENCY

	Actual or Range Midpt	State Peers	
3 Bellevue	Actual	168,438	
4 Grand Island	MidPt	207,532	
5 Kearney	Actual	228,668	
6 Fremont	Actual	170,351	
7 Papillion	Actual	136,269	
8 Hastings	MidPt	190,975	
9 Norfolk	MidPt	168,654	
10 Columbus	Actual	226,800	
11 North Platte	MidPt	168,654	High
12 LaVista	Actual	174,179	
13 Scottsbluff	Actual	140,000	
14 South Sioux City	Actual	148,595	
15 Beatrice	Actual	235,164	High
22 Blair	Bottom	140,000	
24 Nebraska City	MidPt	133,000	
26 Ralston	Actual	135,000	
28 Plattsmouth	Actual	121,412	Low
33 Gretna	MidPt	133,068	
78 Springfield	Actual	135,183	

Population Peers				Deputy Administrator		Other Peers		Per Capita	
Population	of Papio	+/- 5-%		Deputy	Admin	Metro	Sarpy	Current	Proposed
68,388	166%					168,438	168,438	2.46	2.46
54,514	112%							3.81	3.81
34,690	35%	228,668	High	116,914	228,668			6.59	6.59
27,363	6%	170,351		130,385	170,351	170,351		6.23	6.23
25,737	0%	136,269	Low	123,544	136,269	136,269	136,269	5.29	6.04
25,224	-2%	190,975						7.57	7.57
25,177	-2%	168,654		131,610	168,654			6.70	6.70
24,606	-4%	226,800						9.22	9.22
22,988	-11%	168,654						7.34	7.34
17,043	-34%	174,179		138,655	174,179	174,179	174,179	10.22	10.22
14,256	-45%	140,000						9.82	9.82
14,250	-45%	148,595		96,179	148,595			10.43	10.43
12,201	-53%							19.27	19.27
7,730	-70%			103,812	140,000	140,000		18.11	18.11
7,201	-72%							18.47	18.47
6,659	-74%					135,000		20.27	20.27
6,556	-75%					121,412	Low	18.52	18.52
5,275	-80%					133,068	Low	25.23	25.23
1,492	-94%					135,183	135,183	90.61	90.61

SUMMARY

	State Peers	Population +/- 5-%	Has Deputy		Other Peers		Average of each row	Ave of all Average and Mid Points
			Deputy	Admin	Metro	Sarpy		
Low	121,412	136,269	96,179	136,269	121,412	133,068	129,686	
Average	166,418	175,315	120,157	166,674	145,989	149,427	160,765	158,296
MidPoint	168,438	169,503	123,544	168,654	136,269	136,269	155,827	
High	235,164	228,668	138,655	228,668	174,179	174,179	208,172	

	City Administrator			For Modeling	Assistant City Administrator	Notes
	Actual	Low	High			
Beatrice	235,164			235,164	NA	City Administrator/General Manager
Bellevue	168,438			168,438	NA	Approved 1/17 City Council
Blair		140,000	160,000	140,000	\$97,884 - \$109,740	used bottom of new published range for modeling
Columbus	226,800			226,800		
Fremont	170,351			170,351	\$97,656 - \$163,113	No Assistant and Admin Range \$144,353 - \$203,112
Grand Island		180,190	234,874	207,532	NA	
Gretna		120,765	145,371	133,068	NA	
Hastings		176,820	205,130	190,975	NA	
Kearney	228,668			228,668	\$95,303 - \$138,524	City Manager/Assistant City Manager
LaVista	174,179			174,179	\$115,522-\$161,787	
Nebraska City		126,000	140,000	133,000	NA	
Norfolk		138,492	198,816	168,654	\$109,680 - \$153,540	Assistant City Administrator/Public Safety Director
North Platte		161,744	190,232	175,988	NA	
Plattsmouth	121,412			121,412	no range	
Ralston	135,000			135,000	NA	
Scottsbluff	140,000			140,000	NA	City Manager
South Sioux City	148,595			148,595	\$96,179	
Springfield	135,183			135,183	NA	3.5% Merit Effective 2/1
Papillion Range	136,269			136,269	\$101,100 - \$148,677	Deputy City Administrator
Current Salary	126,269			136,269	\$123,544	
Deputy City Administrator	123,544	101,100	148,677			
Deputy Administrator of Community Development	137,338	98,923	145,475		Range \$98,923 - \$145,475	
					Current \$137,338.55	