



# STAFF REPORT

## Board of Aldermen

**AN ORDINANCE APPROVING THE 2023 SALARY STRUCTURE AND PAY GUIDELINES FOR THE CITY OF BRANSON UTILITIES DEPARTMENT.**

**FIRST READING: JULY 11, 2023**

**FINAL READING: JULY 25, 2023**

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**Initiated By:** Utilities

**Approved By:** *Cathy Stepp*

**Financial Impact:** Budgeted in the current year's budget

**Community Plan 2030:** EI-1: Utilities

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### **FACTS:**

In the United States, water utilities have been facing mounting challenges in the recruitment, training, and retention of employees that operates and maintains our essential drinking and wastewater infrastructure. With approximately a third of the water workforce becoming eligible for retirement in the next decade, those challenges are likely to become even more troublesome. The pay plan being provided reflects the updates due to the study to combat those challenges. The Utilities Department is also providing guidelines associated with various changes that could occur during the 2023 calendar year.

The pay plan consists of the following elements to address the current need of the City of Branson Utilities Department.

1. Increase pay grades for positions to allow the City to remain competitive and align with current wages compared to other municipalities and the private sector.
2. Combat Nationwide recruitment lows.
3. Increase the ability to find and retain quality staff.

### **DETAILED ANALYSIS:**

Funds for increased wages were included in the 2023 Rate Model

### **BACKUP DOCUMENTATION:**

Staff Report Exhibit 1 – PowerPoint