

**From:** [REDACTED]  
**To:** [City Council](#)  
**Subject:** Agenda Item Number 10 Management Wage Inflation During Fiscal Crisis  
**Date:** Monday, May 6, 2024 3:25:12 PM

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Honorable Mayor and City Councilmembers,

I stand before you today to express significant concerns regarding the proposed revisions to the City's pay schedule, specifically the concerning 15% salary increase for the new Community Development Director position over the previous Planning Director salary, the separation of the City Manager and City Attorney roles into two high-cost positions, and the complete removal of the firefighter stipend schedule without mention or justification in the agenda.

Firstly, the increase in salary for the new Community Development Director position, from a maximum of \$165,318 annually for the previous Planning Director to \$190,536, raises questions about fiscal responsibility and justification. This 15% increase seems excessive, especially in a climate where budgetary prudence is crucial.

Secondly, the separation of the City Manager and City Attorney into two distinct roles has led to a radical inflation in costs. The proposed salary for the City Manager is now \$245,000 annually, while the City Attorney has pay scales reaching up to \$194,524 annually. This decision not only significantly increases our fiscal burden but also appears redundant and unjustifiably expensive.

Lastly, the removal of the firefighter stipend schedule is equally troubling. The lack of transparency in not even mentioning this significant change in the agenda is contrary to the principles of accountability and openness that this council stands for. The stipends are crucial for the compensation of our firefighters who are first responders in times of emergency. Removing these stipends without public discussion undermines both the morale of our fire services and the trust of our community.

In conclusion, while I understand the need to attract qualified professionals, it is essential that the council considers the fiscal implications and the message these pay scales send to our community. We must strive for a balance between competitive compensation and fiscal prudence to ensure the sustainability of our city's finances.

Thank you for considering these points. I urge the council to reconsider these changes with an eye towards more sustainable and justifiable fiscal practices.

- Kyle Falbo