



ACTION BRIEF SYSTEM FORM

Title:

A Resolution establishing a Pay Plan and Insurance Benefits for Department Heads and Non-Bargaining Unit Employees of the City of Rock Springs for the 2026-2027 Fiscal Year

Department:

Finance

Type of Action:

☐ Ordinance

☒ Resolution

☐ Budget Amendment

☐ Contract/Bid

☐ Council Policy

☐ Grant Award

☐ MOU

☐ Purchase

☒ Other: Non-Bargaining Pay Plan

☐ Appointment/Board Action

☐ New Business

☐ Admin Policy

☐ Apply for Grant

☐ Bid Item or Project

☐ Fill Vacant Position

☐ Liquor License/24 Hr. Permit

☐ Road Closure

☐ Other: _____



Supporting Documentation

☐ Public Hearing

☐ Workshop/Discussion/Presentation

Recommended Motion (*all motions must be positive in nature*):

I move to approve the Resolution establishing a Pay Plan and Insurance Benefits for Department Heads and Non-Bargaining Unit Employees of the City of Rock Springs for the 2026-2027 Fiscal Year.

Summary/Background/Alternatives Considered (*include relevant timelines and previous Council action taken, if any*):

Each year, the City of Rock Springs adopts a resolution establishing the pay plan and insurance benefits for department heads and non-bargaining unit employees. For the 2026–2027 fiscal year, the City continues its longstanding practice of maintaining consistency with the compensation and benefits structure provided to bargaining unit employees under the current collective bargaining agreement with the International Union of Mine Workers of America. This includes providing equivalent health insurance coverage and recreation pass benefits as outlined in the union agreement. The resolution further affirms compensation for Alternate Municipal Judges, authorizing payment of up to \$100 per hour in accordance with existing ordinance provisions.

To ensure competitive and equitable pay aligned with the union pay plan, all eligible non-bargaining unit employees will receive a 1.5% cost-of-living adjustment along with a 3.5% range movement increase, or a one-step increase for those in the Police Pay Plan. Authorization is granted to the Mayor and City Clerk to implement these annual adjustments as part of the City's fiscal year personnel and budget processes and adjust the wage scale accordingly.

Fiscal Impact:

The fiscal impact consists of the costs associated with providing a 1.5% cost-of-living adjustment and up to a 3.5% range movement, along with matching benefit costs consistent with the bargaining unit. The total estimated cost of the wage and benefit adjustments for non-bargaining employees is approximately \$310,000 across all funds.

Staff Recommendation:

☒ Approve

☐ Deny

☐ Table

☐ Approve with Conditions

RESOLUTION NO. 2026- 72

A RESOLUTION ESTABLISHING A PAY PLAN AND INSURANCE BENEFITS FOR DEPARTMENT HEADS AND NON-BARGAINING UNIT EMPLOYEES OF THE CITY OF ROCK SPRINGS, AND AUTHORIZING MAX MICKELSON, AS MAYOR OF THE CITY OF ROCK SPRINGS, AND MATTHEW L. MCBURNETT, AS CITY CLERK FOR THE CITY OF ROCK SPRINGS, TO IMPLEMENT SAID PAY PLAN AND INSURANCE BENEFITS FOR THE 2026-2027 FISCAL YEAR.

WHEREAS, the City of Rock Springs wishes to establish a pay plan and insurance benefits for the 2026-2027 year for department heads and employees who are not members of the bargaining unit represented by the International Union of the United Mine Workers of America, herein referred to as non-bargaining unit employees; and,

WHEREAS, the City of Rock Springs wishes to establish and authorize the pay for Alternate Municipal Judges under Rock Springs Ordinances Section 1-605.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ROCK SPRINGS, STATE OF WYOMING:

Section 1. "Non-bargaining unit employees" shall include Department Heads for the purposes of this resolution.

Section 2. Within the 2024-2027 Collective Bargaining Agreement with the International Union of the United Mine Workers of America, Article XX, "Health Insurance", there is a Schedule of Benefits that includes deductibles, copayments, and coinsurance. The Schedule of Benefits contained therein is hereby specifically incorporated into this resolution by reference and non-bargaining unit employees shall be entitled to the same benefits.

Section 3. Within the 2024-2027 Collective Bargaining Agreement with the International Union of the United Mine Workers of America, Article XXIII, "Recreation Passes", former employees are granted a reduced price for recreation passes. This paragraph is hereby specifically incorporated into this resolution by reference, and non-bargaining unit employees shall be entitled to the same benefit.

Section 4. Alternate Municipal Judges. Pursuant to the provisions of Rock Springs Ordinance Section 1-605, Alternate Municipal Judges shall receive an amount not to exceed \$100.00 for each hour of service in the Municipal Court.

Section 5. All non-bargaining unit employees, whose positions are listed in the City's pay plan, shall receive a one-and-one-half percent (1.5%) cost of living adjustment (increase) to their pay. In addition, all non-bargaining unit employees, whose positions are listed in the City's Pay Plan, shall receive a movement and a three-and-one-half percent (3.5%) increase in range movement within their respective ranges, or an increase of one step for participants in the Police Pay Plan.

Section 6. This resolution shall become effective July 1, 2026.

PASSED AND APPROVED this _____ day of _____, 2026.

President of the Council

Mayor

Attest:

City Clerk