

Commissioners Guy, Marquardt, Splonskowski, Zenker and President Bakken –

It has been in the past, and continues to be, the sentiment of the Employee Representatives Committee, that City employee salary increases, combined with a competitive benefits package, are instrumental in recruiting and keeping quality, hardworking employees. Failing to increase employee salaries on any scale and using wage increases as a bargaining tool to leverage the overall budget will only decrease morale and result in the loss of dedicated, irreplaceable employees. Employees who are an asset to the goal of providing the high-quality level of service the residents of Bismarck have come to expect and appreciate.

Without hesitation over the course of the last 6 months, amidst a pandemic, multiple employees including, but not limited to, office staff, supervisors, department heads, road and street project crews, inspectors and public works employees continued to provide that high-quality level of service in addition to working extra roles and taking on additional tasks related to building closures, employee illnesses and the Emergency Operations Center. It is time to appreciate and recognize their hard work now more than ever.

This is only a short list of the multitude of reasons of why it is the request of the ERC that the budget be approved as originally recommended. A budget that has already been deemed appropriate, while challenging, is also attainable.

Thank you –

City of Bismarck Employee Representatives Committee