

RESOLUTION

**AGREEMENT WITH CARLSON DETTMANN CONSULTING, LLC
FOR COMPENSATION PLAN MARKET ANALYSIS**

WHEREAS, in 2013 the City of Manitowoc engaged Carlson Dettmann Consulting, LLC to develop a consistent pay structure for employees who are subject to collective bargaining agreements, which was based on data from 2012; and

WHEREAS, the pay plan and structure adopted by the Common Council in 2014, based on data from 2012, recommends that a full benchmark study be done every five years to properly implement the compensation plan and remain competitive in the regional labor markets; and

WHEREAS, due to the current labor market and difficulty the City is experiencing in hiring and retaining employees, the City wishes to immediately enter into the attached agreement with Carlson Dettmann Consulting, LLC for market measurement and pay plan management services of the City’s current compensation step plan, as recommended by the Personnel Committee at a meeting held on Monday, June 6th, 2022.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc to enter into the attached agreement with Carlson Dettmann Consulting, LLC for professional consulting services for market measurement and pay plan management services.

BE IT FURTHER RESOLVED that the Finance Director and HR Director be authorized to sign further agreements necessary to proceed with the benchmark study.

BE IT FURTHER RESOLVED that the Mayor and Common Council will review the benchmark recommendations from Carlson Dettmann Consulting, LLC and include any adjustments in the 2023 budget to ensure that the City’s pay plan remains consistent and competitive within the regional marketplace.

INTRODUCED _____

ADOPTED _____

Justin M. Nickels, Mayor

APPROVED _____

This resolution was drafted by Jessica C. Lillibridge, Director of Human Resources

Fiscal Impact: \$20,000 (includes job costing and travel costs)
Funding Source: 1100-12200-521600
Finance Director Approval: /JMN, Mayor
Approved as to form: /JCL