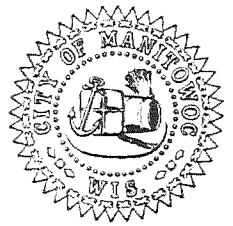


CITY OF MANITOWOC

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15-120

January 8, 2015

VETO

TO: Council President Scott McMeans
Members of the Common Council

FROM: Mayor Justin M. Nickels

SUBJECT: Resolution 2015-003

RECEIVED
JAN - 8 2015
CITY CLERKS OFFICE

Dear Council President McMeans and Members of the Common Council,

Please allow me to provide the Common Council with this written communication vetoing the Common Council's action on Resolution number 2015-003 which pertains to a step increase following the appeals process of the compensation plan dealing with internal equity. This resolution was adopted by your body on January 5, 2015 by a 5-4 affirmative vote.

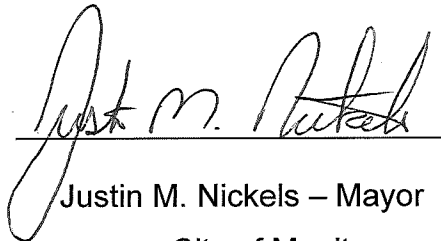
I am vetoing this resolution because it is my belief this would cause an unfair action for one employee when the City does not have a comprehensive policy dealing with internal equity for all employees from the compensation plan as adopted. The adopted compensation plan is without such policy and it is my goal to follow the plan unless other policy decisions are adopted that would deal with this specific resolution, or other employees, fairly and equitably. In lieu of such policy, I do not believe it is in the best interest of the City to adopt this resolution.

As always, feel free to contact me anytime if you have any questions, comments or concerns.

Sincerely,

1/8/15

Date


Justin M. Nickels – Mayor
City of Manitowoc

CC: Jennifer Hudon, City Clerk (official record)
Rochelle Blindauer, Human Resources Director
Tony Dick, Police Chief

Mayor Justin M. Nickels – Phone (920) 686-6980
CITY HALL • 900 Quay Street • Manitowoc, WI 54220-4543 • Fax (920) 686-6989



Personnel
1-5-15

15-003

RESOLUTION

INTERNAL EQUITY – POLICE DEPARTMENT OFFICE MANAGER

WHEREAS, the Mayor and Common Council engaged Carlson Dettmann Consulting to develop a consistent pay structure for City employees who were not members of unions with full bargaining rights following the enactment of Act 10, and adopted a new Compensation Pay Plan on April 7, 2014; and

WHEREAS, since then, the City has gone through an appeals process and further discussions with the new HR Director regarding recommendations to complete the implementation, including compensation plan maintenance, guidelines, annual review cycle, FLSA status recommendations, job title changes and appeal decisions; and

WHEREAS, following the appeals process, the HR Director made internal equity recommendations for current employees, which were reviewed by the Personnel Committee; and

WHEREAS, at a meeting held on Monday, November 17th, 2014, the Personnel Committee recommended moving Jeri Lynn Christensen, Police Department Office Manager, from a Step 1 to Step 3 at her current Grade K, due to her unique situation with tenure, performance and responsibilities in this same position.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc to move Jeri Lynn Christensen, Police Department Office Manager, from a Step 1 to a Step 3, Grade K, under the Compensation Pay Plan, effective January 1, 2015.

Introduced JAN - 5 2015 Justin M. Nickels

Adopted JAN - 5 2015 _____

Approved _____

Justin M. Nickels, Mayor

This Resolution was drafted by Kathleen M. McDaniel, City Attorney

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1.5.15 Committee recommends adoption of the Resolution.

Justin M. Nickels

Allan S. Sider

[Signature]