

Personnel
3-21-16

16-0248

RESOLUTION

SHIFT PREMIUMS - DPI STREET SWEEPER OPERATORS

WHEREAS, the City of Manitowoc approved shift premiums for DPW, Cemetery, Parks, Bridges and Wastewater Treatment Facility non-exempt employees by a resolution adopted on July 20, 2015; and

WHEREAS, DPW Street Sweeper Operators in the Department of Public Infrastructure-Operations Division were inadvertently left out of the above-mentioned resolution; and

WHEREAS, the Personnel Committee, at a meeting held on Monday, March 14th, 2016, recommended approval of the shift premium for Street Sweeper Operators to provide for their unique schedule and related shift premiums.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc to approve shift premiums for DPW Street Sweeper Operators, as shown on the attached document, effective the first pay period following adoption of this resolution.

INTRODUCED **MAR 21 2016** _____

ADOPTED _____

APPROVED _____

Justin M. Nickels, Mayor

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

- Fiscal Impact:** \$625.80
- Funding Source:** Storm Water Operations Division
- Finance Director Approval:** /sc
- Approved as to form:** /kmm

Current Language:

Shift Premiums

Employees whose regular assigned work hours are between 5 a.m. and 5 p.m. will be considered first shift employees and will not be paid shift premiums for their regular assigned work hours. Building and Grounds City Hall custodian working from 3 p.m. to 11 p.m. is considered second shift. Bridge Tenders from 4:30 a.m. to 1:30 p.m. will be considered first shift and 1:30 p.m. to 10:30 p.m. second shift. First shift employees who work beyond their regular assigned hours will receive a shift premium for the hours worked outside of their regular assigned times as follows. Employees who are assigned to second and third shift will receive shift premiums as follows.

| Shift | DPW/Cemetery/Parks/Bridges | WWTF | PD Lieutenants |
|--------|----------------------------|--------|----------------|
| Second | \$.25 | \$.30 | \$30/month |
| Third | \$.35 | \$.35 | \$40/month |

Proposed Language:

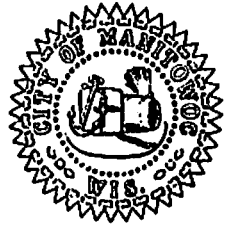
Shift Premiums

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CITY OF MANITOWOC

WISCONSIN, USA
www.manitowoc.org



MEMO

TO: Personnel Committee

FROM: Dan Koski, PE, Director of Public Infrastructure 

DATE: December 3, 2015

RE: Shift Premium for Street Sweeping

At the July Personnel Committee meeting we addressed some inconsistencies with how Shift Premiums were being applied between Divisions. The proposed changes that were enacted upon at the time were successful in making things more even across the board.

However, in the implementation of the changes, we did create an inequity with one particular group of employees. Since the nature of the work they are required to perform is unique, we feel that an exception should be made and can be addressed through the language inserted into the Employee Manual as shown in the proposed language.

The Fiscal Impact of such a change would be \$312.90 per employee, for a total annual cost of \$625.80.

Thank you very much for your consideration.

