

## Jane Rhode

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**From:** Jill Hennessey  
**Sent:** Monday, May 05, 2014 3:45 PM  
**To:** Kathleen McDaniel  
**Cc:** Christopher Able - D3; Jane Rhode  
**Subject:** RE: Compensation Study Appeals Process

Kindly add this to the May 12 personnel agenda for discussion and (hopefully) final resolution.

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**From:** Kathleen McDaniel  
**Sent:** Monday, May 05, 2014 11:53 AM  
**To:** Jill Hennessey  
**Cc:** Christopher Able - D3; Jane Rhode  
**Subject:** FW: Compensation Study Appeals Process

FYI – I think the captains are in a difficult position because they are not certain how they will be transitioned into the EPM. I know the transition was discussed at Personnel a few months ago, but I don't believe the transition was finalized.

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**From:** Nick Reimer  
**Sent:** Thursday, May 01, 2014 12:22 AM  
**To:** Kathleen McDaniel  
**Cc:** Jason Freiboth; Larry Zimney; Scott Luchterhand  
**Subject:** RE: Compensation Study Appeals Process

Hello Kathleen,

During some of the Personnel Committee Meetings it was discussed that there is a possibility that Police Lts and Capts may still have the opportunity for OT after everything is said and done with the transformation to the City Policy Manual. Another option was to disallow Captains to have OT, however bump them up to the next pay level (from N to O).

I guess my point is that it is hard to appeal something by May 9<sup>th</sup> or June 2<sup>nd</sup> when nothing has been finalized. I have no problem with the fact that nothing has been finalized, but my question is more or less why the deadline can't be by the end of the year 2014 or something similar.

Thanks,  
Nick