

# CITY OF MANITOWOC

WISCONSIN, USA  
www.manitowoc.org



Cow  
3-21-16

16-211

February 19, 2016

## VETO

TO: Council President Eric Sitkiewitz  
Members of the Common Council

FROM: Mayor Justin M. Nickels

SUBJECT: Resolution 2016-0142

Dear Council President Sitkiewitz 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 2016-0142 which pertains to a step increase for a single position on the compensation plan dealing with internal equity. This resolution was adopted by your body on February 15 by a 6-4 affirmative vote.

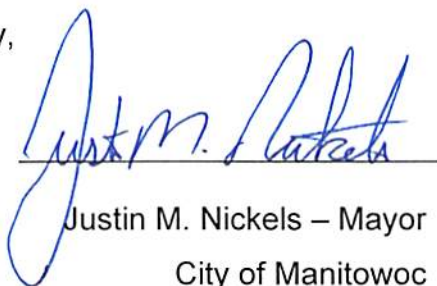
I am vetoing this resolution for the same exact reasons I vetoed it last year. I believe this action goes against our current compensation policy.

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

Sincerely,

2/19/16

Date

  
Justin M. Nickels – Mayor  
City of Manitowoc

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

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



# 16-0142



**Standing Committee:** Personnel Committee

**Document Name:** Resolution to move the Police Department Office Manager from Step 2 to Step 4, Grade K under the Compensation Pay Plan effective July 1, 2016.

Consent

Non-Consent

Chairman Recommend

**Recommendation:** Adoption of the resolution

**Attest:**

Jul Hennessey  
Chair - Alderperson Jul Hennessey

2.15.16  
Date

Christopher Able  
Vice-Chair - Alderperson Christopher Able

Jason Sladky  
Alderperson Jason Sladky

Scott McMeans  
Alderperson Scott McMeans

Pat Brandel  
Alderperson Pat Brandel

**Approved:**

Justin M. Nickels  
Mayor

Date

Personnel  
2-15-16

16-0142

**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, the City subsequently conducted 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 employees, which were reviewed by the Personnel Committee in January 2015 and a resolution was taken to Council; which was approved by council and vetoed by the Mayor; and

WHEREAS, since then, the HR Director and Deputy Police Chief justified an exception to the pay plan for the Police Department Office Manager, per the newly created exception rule in the compensation guidelines in the Employee Policy Manual, due to internal equity; and

WHEREAS, at a meeting held on Monday, February 1st, 2016, the Personnel Committee recommended moving the Police Department Office Manager, from a Step 2 to Step 4 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 the Police Department Office Manager, from a Step 2 to a Step 4, Grade K, under the Compensation Pay Plan, effective July 1, 2016.

Introduced FEB 15 2016 Justin Nickels

Adopted \_\_\_\_\_

Approved \_\_\_\_\_

\_\_\_\_\_  
Justin M. Nickels, Mayor

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

Fiscal Impact: \$1,518.40

Funding Source: MPD salary line

Finance Director Approval: /sc

Approved as to form: /kmm