

RESOLUTION

DPI LABORERS 2022 WAGE RATE ADJUSTMENT

WHEREAS, the Director of Public Infrastructure requested funds in the 2022 budget to be used to adjust the wage of the DPI Laborer position, to address the significant turnover of this position and loss of staff knowledge transfer and retention concerns; and

WHEREAS, Mayor Nickels proposed moving current laborers to the market rate of the compensation plan to be more competitive with the current market and to increase wages of those that are already at market rate or higher by \$1.00, all as part of the 2022 budget and January pay increases; and

WHEREAS, the pay increases will be made instead of 2021 performance increases for this year in an effort to maintain compensation with the current market;

WHEREAS, this is an exception to the current City of Manitowoc Compensation Policy and Plan; and

WHEREAS, at a meeting held on Monday, December 6, 2021, the Personnel Committee unanimously approved wage adjustments in accordance with the 2022 budget, as detailed in the attached memo from HR Director Jessie Lillibridge and DPI Laborer wage funding data sheet.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc to approve wage adjustments for DPI Laborers, as detailed in the attached memo from HR Director Jessie Lillibridge and the wage funding data sheet, and the Mayor’s adopted 2022 Executive Budget.

INTRODUCED _____ ADOPTED _____

Justin M. Nickels

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

Fiscal Impact: Approximately \$132,476 including Salaries, FICA, WRS and Workers Comp Expenses
Funding Source: /1100-32800 DPI Salaries and Benefits Budget
Finance Director Approval: /SMA
Approved as to form: /kmm