

C.O.W.
4-7-14

14-552

RESOLUTION

WHEREAS, the City of Manitowoc has several inconsistent pay structures for employees who are not members of unions since the enactment of Act 10; and

WHEREAS, the Common Council has recognized the inconsistency of these pay plans and agreed that a fair, equitable, consistent pay structure is appropriate; and

WHEREAS, the Common Council engaged Carlson Dettmann Consulting to develop said pay structure, and Carlson Dettmann Consulting has presented a structure that was approved by the Committee of the Whole on March 31, 2014.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc to adopt the attached Wage Analysis Study and Pay Structure as developed by Carlson Dettmann Consulting.

BE IT FURTHER RESOLVED that any employee whose wage rate is currently below Step 1 for their position grade be moved to Step 1 as of first pay period after the enactment of this resolution.

BE IT FURTHER RESOLVED that all employees above Step 1 for their position be moved to the next step on July 1, 2014.

BE IT FURTHER RESOLVED that the Personnel Committee of the Common Council is authorized to develop an appeals process for employees who disagree with their position's grade.

APR 1 - 2014

Introduced _____

Adopted _____

Approved _____

Justin Nickels, Mayor

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