

RESOLUTION

**TO REVISE EMPLOYEE POLICY MANUAL ARTICLE 14:
PERFORMANCE MANAGEMENT AND COMPENSATION**

WHEREAS, the City of Manitowoc’s Employee Policy Manual provides continuity and consistency in the operations and the administration of benefits and working conditions for all employees of the City of Manitowoc; and,

WHEREAS, at a meeting held on October 2, 2023, the Personnel Committee recommended approval of the modifications to Article 14 of the Employee Policy Manual, as detailed in the attached document titled EPM ARTICLE 14 COMPRESSION PAY LANGUAGE 2023.

NOW THEREFORE BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc, to approve the recommended modifications to Article 14 of the Employee Policy Manual, effective upon adoption of this resolution.

BE IT FURTHER RESOLVED to direct Human Resources and the Finance Department to implement the new provisions effective January 1, 2024, to notify employees of the changes to the Employee Policy Manual, and to have copies of the updated Manual available on the Intranet.

INTRODUCED _____ ADOPTED _____

Justin M. Nickels, Mayor

This resolution was drafted by Eric G. Nycz, Interim City Attorney

Fiscal Impact: No tax levy increase or budget adjustments for 2023. At minimum, revised language would result in \$60,000 in additional expense for salaries/benefits in 2024 with the assumptions of employees receiving 2.50% performance increase vs. 4% union contract increase for 2024 applied to the differentials listed in the revised language. In addition, 2025 and future years would incur additional expenses when comparing current compensation language to revised language.
Funding Source: General Fund. Anticipated to be incorporated in 2024 budgeted salaries.
Finance Director Approval: /SMA
Approved as to form: /EGN