



City of Racine

City Hall
730 Washington Ave.
Racine, WI 53403
www.cityofracine.org

Meeting Minutes - Final

Committee of the Whole

President Dennis Wiser
Alderman Jeff Coe
Alderman Mollie Jones
Alderman John Tate II
Alderman Tracey Larrin
Alderman Steve Smetana
Alderman Sandy Weidner
Alderman Raymond DeHahn
Alderman Q.A. Shakoor II
Alderman Terry McCarthy
Alderman Mary Land
Alderman Henry Perez
Alderman James Morgenroth
Alderman Jason Meekma
Alderman Melissa Lemke

Tuesday, July 18, 2017

6:00 PM

City Hall, Room 205

Call To Order

City Attorney Scott Letteney called the meeting to order at 6:03pm

Motion made by Ald. McCarthy seconded by Ald. Coe to allow Ald. Shakoor to Chair the meeting. There were no objections and this item was considered first with the following votes:

AYES: DeHahn, Shakoor, McCarthy, Land, Morgenroth, Meekma, Lemke, Coe, Jones, Tate II, Smetana and Weidner

NOES: NONE

NON VOTING: Wiser

EXCUSED: Perez and Larrin

Approval of Minutes for the July 6, 2017 Meeting.

A motion was made by Alderman DeHahn, seconded by Alderman Coe, to Approve the Minutes

[679-17](#)

Subject: (Direct Referral) Communication from the City Administrator, Finance Director, City Attorney, and Human Resources Manager presenting a recommendation for the implementation of the Carlson Dettman Compensation Study.

Recommendation of the Committee of the Whole on 7-18-2017: To approve the Compensation Structure proposal as presented, except

for automatic annual cost of living increases, to the grade and step matrix, specifically:

The compensation structure presented, including the grade and step structure, is adopted for all non-union City of Racine full-time employees. Any unassigned General Fund Balance in excess of 25% of subsequent years expenditures shall be assigned to the Wage and Benefit Provision account on an annual basis subsequent to Audit Review.

All employees who are currently paid at a level below Step 1 of the approved compensation structure shall be placed at Step 1 effective September 3, 2017.

All employees shall be placed at the Step commensurate with the employee's complete years of service, with no employee placed higher than Step 6, except any employee currently paid at a rate higher than Step 6 within the employee's Grade shall be placed at the next highest Step, effective January 1, 2018.

New employees shall be placed at a specific Step within the employee's position grade.

Each employee's pay shall be advanced to the next higher Step within the employee's Grade on the anniversary of the employee's hire as a City of Racine full-time employee provided such employee received a satisfactory annual evaluation for the prior calendar year.

Fiscal Note: The 2017 cost to implement the plan for employees paid below the plans matrix is \$116,000. It is anticipated that the CPI-U provided by the State of Wisconsin for bargaining purposes for the 2018 budget year will be approximately 1.8%. Assuming Common Council takes action to adjust the Compensation Pay Plan Matrix by this CPI-U, the estimated 2018 cost to implement over 2017 amounts will be approximately \$1,420,000 for wages, \$200,000 for benefits for a total implementation cost of approximately \$1,620,000. Funding will be drawn from the newly created Wage and Benefit Provision Fund Balance Assignment.

A motion was made by Alderman McCarthy, seconded by Alderman Meekma, that this Communication be Recommended For Approval.

[690-17](#)

Subject: (Direct Referral) Communication from the City Administrator requesting the Committee of the Whole discuss dates for the setting of a Special Mayoral Election.

Recommendation of the Committee of the Whole on 7-18-2017:

To approve the following Special Mayoral Election schedule:

Election, October 17, 2017; Primary, September 19, 2017; Nomination Paperwork First Circulated, August 3, 2017; Nomination Paperwork Due,

August 22, 2017; Next Common Council Meeting/New Mayor Takes Office,
November 7, 2017

Fiscal Note: : It is estimated that the Special Election and its related Primary Election may cost up to \$200,000. Funding will be transferred from the Contingency Account, 11202-56200 to the various Elections Accounts as needed. There are currently sufficient funds available for the transfer.

A motion was made by Alderman Lemke, seconded by Alderman McCarthy, that this Communication be Recommended For Approval.

Adjournment

The meeting was adjourned at 7:02p.m.