



City of Racine, Wisconsin  
Common Council

AGENDA BRIEFING MEMORANDUM

COMMITTEE: Common Council

LEGISLATION ITEM #:

AGENDA DATE: May 30, 2023

DEPARTMENT: Human Resources

Prepared By: La’Neka Horton

SUBJECT: Communication Sponsored by Mayor Mason, requesting approval Classification and Compensation Study for the Departments of Public Works and Parks & Recreation.

EXECUTIVE SUMMARY: Recommend implementation of classification and compensation study, which more accurately reflects the comparable market conditions.

BACKGROUND & ANALYSIS: DPW and Parks & Recreation are facing challenges in filling vacancies. As vacancy, numbers increase because of turnover and attrition it is becoming more increasingly difficult to fill and retain employees in the two aforementioned departments. For example: DPW currently has three vacant Electrician positions (longest vacancy 4.14.22) and one vacant Engineer position (since 3.11.22). The main goal of the Wage study is to ensure the City of Racine departments are offering competitive wages reflective of comparable markets.

BUDGETARY IMPACT: The estimated annualized impact is approximately \$115,000. Funds are available in the 2023 budget across various DPW and the Park and Receptions divisions and funding sources.

OPTIONS/ALTERNATIVES:

RECOMMENDED ACTION: To approve the proposed classification and compensation implementation study as presented and recommended by Baker Tilly, which represents the City’s business goals, and is fiscally sustainable.

ATTACHMENT(S):