



Legislation Text

File #: 679-17, **Version:** A

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.(Res. No. 0273-17)

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.