

RESOLUTION

WHEREAS, Resolution #13-0084 authorized the Director of Human Resources and the Finance and Personnel Committee to select a consultant to conduct a joint pay and classification study of non-represented and SEIU positions, and

WHEREAS, Springsted Incorporated was selected to conduct the pay and class study, and

WHEREAS, the recommendations of the study are attached, and

WHEREAS, it is the recommendation of the Director of Human Resources the the pay and class study be implemented under the following guidelines:

- Implementation of pay and class study be July 4, 2014
- All positions would be placed in their designated grade
- Step placement:
 - Employees hired as regular FT/PT prior to January 1, 2014 would be placed in the pay step which provides a pay increase. If the pay step is less than 1% the employee would go to the next step.
 - Longevity earned by SEIU employees would be added to their base rate prior to determination of step placement
 - Employees hired as regular FT/PT prior on or after January 1, 2014 would be placed in the first pay step which provides a pay increase.
 - Employees whose current rate falls outside step 11 of the pay range would be held at their rate until such time as their current rate falls within the pay scale. Said employees would receive \$500 effective July 4, 2014.

WHEREAS, Compensation Guidelines will be designed to provide recommendations for future support and maintenance of the pay study, and

WHEREAS the Compensation Guidelines will be subject to Common Council approval, and

WHEREAS, until compensation guidelines are approved by Common Council, the Director of Human Resources is directed to acquire Common Council approval for any employment offers above step 6 of the designated pay range.

WHEREAS, funding for the implementation of the pay and class study has been budgeted for in the 2014 operating budget, and

WHEREAS, an inequity exists among exempt employees regarding the number of hours for which they are paid, therefore effective July 4, 2014, all exempt employees shall be at an 80 hour bi-weekly pay rate.

NOW THEREFORE BE IT RESOLVED by the Common Council that the attached pay and class study be implemented on July 4, 2014.