

RESOLUTION

WHEREAS, Resolution #14-0436 authorized the implementation of the pay and class study for non-represented and SEIU positions, and

WHEREAS, guidelines were established providing for a minimum of one percent increase for the step placement of employees whose current pay rate fell within their designated pay grade, and

WHEREAS, two employees are unique in which their current rate falls between step 10 and 11 in their respective grade, and

WHEREAS, step placement at step 11 provide less than one percent increase, and

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

- Step placement:
 - Employees whose current rate falls between step 10 and 11, and movement to step 11 provides less than 1%, shall be provided a 1% increase which would place them outside step 11 of the pay range.
 - Employees placed outside of step 11 of the pay range would be held at their rate until such time as their new rate falls within the pay scale.
 - The \$500 stipend for employees whose current rate falls outside step 11 of the pay range shall be pro-rated for part-time employees, based on their full time equivalency.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a change in pay rate outside of step 11 for employees whose current rate falls between steps 10 and 11 and movement to step 11 provides less than a one percent increase, and such rate shall be maintained until the rate falls within the pay grade.

BE IT FURTHER RESOLVED that the \$500 stipend shall be pro-rated for eligible part-time employees.

BE IT FURTHER RESOLVED by the Common Council that the Director of Human Resources and the Director of Finance are hereby authorized and directed to take all necessary steps to implement this resolution