

Resolution requesting reallocating carryover funds for a pay and classification study

RESOLUTION

WHEREAS, the City last conducted a pay and classification study for SEIU Local #180 positions in 1998, and

WHEREAS, the collective bargaining agreement for SEIU Local #180 expires on December 31, 2013, and

WHEREAS, Wisconsin Act 10 limits collective bargaining for general municipal employees to that of base wages only, and

WHEREAS, a joint pay and classification study is necessary to determine proper pay rate and structure for positions currently identified as Non-Represented and SEIU Local #180, and

WHEREAS, the City has a potential of 53 employees eligible to retire by December 31, 2014 from SEIU Local #180 and Non-Represented, and

WHEREAS, the time required to conduct the joint study prior to the completion of the 2014 budget is extensive, requiring immediate action. It is the recommendation of the Director of Human Resources to hire Carlson Consulting LLC to conduct the study. Carlson is familiar with the City operations as he conducted the original study in 1998 and continues to perform reclassification reviews for the City, and

WHEREAS, the anticipated cost for conducting the study is approximately \$60,000.

NOW THEREFORE BE IT RESOLVED by the Common Council that it hereby authorizes the reallocation of carryover funds from the following accounts for the purposes of funding a joint pay and classification study of Non-Represented and SEIU Local #180 positions:

\$10,592.75	ADA Classification/Job Description
\$25,625.03	Pay and Classification Issues
\$ 4,895.96	Supervisors/Employee Training
\$22,417.09	Employee Health/Safety

BE IT FURTHER RESOLVED by the Common Council that Human Resources is authorized to contract with Carlson Consulting LLC to perform the pay and classification study.

BE IT FURTHER RESOVLED that the results of the joint pay and classification study will be brought before the Common Council for recommended action.

BE IT FURTHER RESOLVED that the Director of Human Resources and the Director of Finance are herewith authorized and directed to take any and all necessary steps to implement this agreement.

