



OFFICIAL NOTICE AND AGENDA

of a meeting of a City Board, Commission, Department, Committee, Agency, Corporation, Quasi-Municipal, Corporation, or Sub-unit thereof.

Meeting of the:	Human Resources Committee
Date/Time:	Monday, December 14, 2020 at 4:30 PM
Location:	City Hall (407 Grant Street) – Council Chambers – 1 st Floor
Members:	Becky McElhaney (Chair), Dawn Herbst (Vice Chair), Lou Larson, Michael Martens, James Wadinski

AGENDA ITEMS FOR CONSIDERATION

- 1) Approval of 10/12/20 Minutes.
- 2) Human Resources Report for November.
- 3) Discussion and Possible Action Reclassifying the Position of Business Development Specialist to Economic Development Manager.
- 4) Closed Session pursuant 19.85(1)(e) Deliberating or negotiating the purchasing of public properties the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, for the purpose of considering Wausau Professional Police Association Collective Bargaining.
- 5) Reconvene into Open Session.
- 6) Discussion and Possible Action Approving the Tentative Bargaining Agreement between the City of Wausau and the Wausau Professional Police Association.
- 7) Discussion and Possible Action Addressing Compression Between Union and Non-Represented Supervisory Staff.
- 8) Adjournment.

***Due to the COVID-19 pandemic, this meeting is being held in person and via teleconference. Members of the media and the public may attend in person, subject to the social distancing rules of maintaining at least 6 feet apart from other individuals, or by calling 1-408-418-9388. The Access Code is 146 329 9212. Password: WausauHR (964586090 from phones)**

Individuals appearing in person will either be seated in the Council Chambers or an overfill room, subject to the social distancing rules. Space will be available on a first come, first served basis. All public participants' phones will be muted during the meeting. Members of the public who do not wish to appear in person may view the meeting live over the internet by <https://waam.viebit.com/?folder+ALL>, on the City of Wausau's YouTube Channel <http://www.tinyurl.com/WAAMedia>, live by cable TV, Channel 981, and a video is available in its entirety and can be accessed at <https://tinyurl.com/WausauCityCouncil>.

This Notice was posted at City Hall and faxed to the Daily Herald newsroom on 12/09/2020 at 11:30 AM

Questions regarding this agenda may be directed to the Human Resources Office at (715) 261-6630.

It is anticipated that each item listed on the agenda may be discussed, referred, or acted upon unless it is noted in the specific agenda item that no action is contemplated. It is possible that members of, and possibly a quorum of members of other committees of the Common Council of the City of Wausau may be in attendance at the above mentioned meeting to gather information. No action will be taken by any such group at the above mentioned meeting other than the committee specifically referred to in this notice.

"In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Wausau will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. If you need assistance or reasonable accommodations in participating in this meeting or event due to a disability as defined under the ADA, please call Human Resources at (715) 261-6630 or the City's ADA Coordinator at (715) 261-6620 or e-mail clerk@ci.wausau.wi.us at least 48 hours prior to the scheduled meeting or event to request an accommodation."

Other Distribution: Alderpersons, Mayor, Department Heads, Union Presidents.

DRAFT

**CITY OF WAUSAU HUMAN RESOURCES COMMITTEE
MINUTES OF OPEN SESSION**

DATE/TIME: October 12, 2020 at 4:30 p.m.
LOCATION: City Hall (407 Grant Street) – Council Chambers
MEMBERS PRESENT: Dawn Herbst, Lou Larson, Becky McElhaney
MEMBERS ABSENT: Michael Martens, James Wadinski
Also Present: Mayor Rosenberg, T. Vanderboom, R. Rubow

McElhaney called the Human Resources Committee meeting to order at 4:30 p.m.

Approval of the 9/14/20 Minutes.

Motion by Larson to approve the minutes of the September 14, 2020 Human Resources Committee meetings.
Second by Herbst. All ayes. Motion passed 3-0.

Human Resources Report for September.

Vanderboom said she would take any questions regarding the report. No questions were brought forward.

Discussion and Possible Action Reclassifying the Position of Senior Property Appraiser to Deputy Assessor.

Vanderboom presented the request to reclassify the position of Senior Property Appraiser to Deputy Appraiser.
Rubow explained that this position existed previously, and the incumbent has assumed the responsibilities of the position.

Motion by Herbst to approve reclassifying the position of Senior Property Appraiser to Deputy Assessor. Larson expressed concern regarding the cost of the reclassification.

Rubow explained that the position is currently hourly and eligible for overtime, and that the Deputy position is exempt which results in some cost savings for the City. Rubow explained that this position would serve as a trainer to the assessment staff and assist the City Assessor as needed. This position also needs to have a solid working knowledge of the computer systems the department uses. Second by Larson. All ayes. Motion passed 3-0.

Vanderboom said that this item would go to Finance Committee and she will provide the requested overtime numbers for the next committee.

McElhaney explained that the committee could choose to go into closed session for discussion of item #6 if they wished. Larson said that if both sides were in agreement he didn't feel it was necessary to go into closed session. Herbst and McElhaney agreed with Larson, therefore the committee did not go into closed session as listed on the meeting agenda and proceeded to item #6.

Discussion and Possible Action Approving the Tentative Bargaining Agreement between the City of Wausau and the Wausau Firefighter Association.

McElhaney said that the recommendation of the Human Resources Director is to approve the tentative labor agreement as negotiated and if the committee agrees she would take a motion to accept. Motion by Larson to approve the tentative agreement as negotiated. Second by Herbst. Vanderboom said that she wished to take a moment to thank the Fire Department as well as the Fire union for their work on this matter, and believes that it is a very good contract.

Adjournment.

Motion by Herbst to adjourn. Second by Larson. Meeting adjourned.

Rebecca McElhaney
Human Resources Committee, Chair

**HR PERFORMANCE REPORT****Core Services*****Classification & Compensation***

Open Reclassification Requests

Current Job Position	Current Salary Range	Requested Job Position	Requested Salary Range	Request Date
Business Development Specialist	SG 18, \$43,741-\$61,237	Economic Development Manager	SG 15, \$52,832-\$79,227.20	12/14/20

Completed Reclassification Requests

Original Job Position/Salary Range	Requested Job Position/Salary Range	Approved Job Position/Salary Range	Request Date	Council Approval Date
Senior Property Appraiser	SG 17, \$47,278.40-\$66,185.60	Deputy Assessor	SG 15, \$52,832-\$79,227.20	9/29/20

Employee Benefits

Family Medical Leave (YTD)

Requests Received	Approved	Pending	Denied/Canceled
85	64	2	17 2

FMLA Denial Reasons

Paperwork not returned	Insufficient years of service/hours	Condition does not qualify	Paperwork not authentic
13		4	

Workers Compensation (YTD)

Number of Claims	Lost Time	Medical Only
22	7	15

**HR PERFORMANCE REPORT****Recordable (YTD)**

Department	Nature	Medical/Indemnity	Open/Closed	Date of Injury
Inspections	Sprained foot	Medical	Closed	03/19/20
DPW	Strained arm/neck	Medical	Closed	03/19/20
DPW	Broken Finger	Medical	Closed	04/20/20
Fire	Breathing	Medical	Closed	03/13/20
Fire	Sprained shoulder	Medical	Closed	01/17/20
Police	Hearing	Medical	Closed	01/16/20
Police	Back pain	Medical	Closed	02/13/20
Police	Head laceration	Medical	Closed	03/22/20
Police	Privacy Case	Medical	Closed	04/05/20
Police	Privacy Case	Medical	Closed	04/24/20
Police	Sprained hand	Medical	Closed	06/04/20
DPW	Abdomen Strain	Medical	Closed	04/24/20
DPW	Object in eye	Medical	Closed	05/05/20
Police	Concussion/Hearing	Medical	Open	08/24/20
Police	Contusion to face	Medical	Closed	08/24/20
Police	Privacy Case	Medical	Open	09/06/20
Fire	Privacy Case	Medical	Closed	09/21/20
DPW	Broken Finger	Medical	Open	09/17/20
Fire	Exposure	Indemnity	Open	09/30/20
Metro	Sprained chest	Medical	Open	10/21/20
Fire	Back Strain	Medical	Open	11/17/20
Police	Cat Bite	Medical	Open	11/08/20

Open Cases from previous years

CDA	Knee	Indemnity	Reopened	11/22/19
DPW	Multiple body parts	Indemnity	Open	09/13/19

**HR PERFORMANCE REPORT**

DPW	Shoulder	Indemnity	Open	07/19/19
Metro	Knees	Indemnity	Reopened	09/01/17
DPW	Multiple body parts	Indemnity	Reopened	02/07/17

Employee and Labor Relations

Grievances (YTD)

Number of Grievances	Open Grievances	Closed Grievances	ATU (Metro) Grievances	WPPA (Police) Grievances	WFA (Fire) Grievances
3	1	2	1	0	2

Open Grievances

Employee Name	Union	Issue	Date Filed	Status
Tannor Allen	Fire	Sick Leave usage and Covid policy violation	11/17/20	Step 2

Closed Grievances

Employee Name	Union	Issue	Date Filed	Status
A, B & C Crew	Fire	Offering of Emergency Responder Paid Sick Leave with MOU	3/31/20	Grievance withdrawn, MOU negotiated and signed
Nick Olsen	Transit	Discharge Policy Violation		Denied by HR Committee at Step 3

**HR PERFORMANCE REPORT***Recruitment & Selection***New Hires**

Employee Name	Department	Job Title	Hire Date
Seth Cate	Police	Police Officer	1/22
Mai Vang	Finance	Administrative Assistant III	1/13
Korey Radkowski	DPW	Street Maintainer	1/20
Andrew Kutchenriter	Police	Police Officer	1/23
Hnia Thao	Police	Police Officer	1/23
Gregory Radke	DPW	Street Maintainer	1/27
Lauryn Erdman	Police	Crime Response Specialist	1/30
Betsy Duginski	Comm Dev Authority	Administrative Assistant I	2/03
Leslie Kremer	Finance	City Clerk	2/24
Dylan Landwehr	DPW	Street Maintainer	2/24
Brandon Tousignant	Fire	Firefighter/Paramedic	2/24
Zachary Becker	Fire	Firefighter/Paramedic	2/24
David Briggs	Fire	Fire Training Division Chief	3/11
Sean Fitzgerald	Community Development	Business Development Specialist	5/05
Jacquelyn Gruna	Finance	Administrative Assistant III	6/17
Michael Bedish	Police	Police Officer	6/17
Jeremy Steinman	Sewer	Plant Maintenance Mechanic	6/29
Tyler Wagner	Sewer	Lab Technician	6/29
Christopher Stieber	Fire	Firefighter/Paramedic	7/10
Cody Volm	Fire	Firefighter/Paramedic	7/10
Sethany Sass	Fire	Firefighter/Paramedic	7/10
Garrett Pagel	Water	Water Distribution Maintainer	8/10
Stephen Celona	Sewer	Sewer Maintainer	8/10
Garret Strachota	Metro Ride	Bus Operator I	8/17

**HR PERFORMANCE REPORT**

Timothy Bishop	Metro Ride	Bus Operator I	8/17
Heather Mahler	Municipal Court	Administrative Assistant II	8/17
Justin Frederick	DPW	Equipment Services Mechanic	9/08
Kenneth Kroeplin	Metro Ride	Bus Operator I	9/08
Dylan Walkush	DPW	Street Maintainer	9/08
Gregory Cina	Sewer	Sewer Maintainer	10/19
Rick Schlieve	DPW	Street Maintainer	11/16
Morgan Moede	Water	Water Distribution Maintainer	11/16
Shannon Graff	Community Development	Community Development Specialist	11/30

Separations YTD

Total Number of Separations	Resignations	Retirements	Terminations
30	15	10	5

Promotions/Transfers

Employee Name	Old Job Position	New Job Position	Previous Incumbent	Effective Date
Marlon Marks	Firefighter/Paramedic	Engineer	Guy Skidmore	1/12
Mary Jordan	Administrative Asst. III	Administrative Asst. II	Teri Daigle	3/30
Ryan Dwelly	Sewer Maintainer	Collections System Supervisor	Ken Rye	4/20
Nicholas Gehring	Firefighter/Paramedic	Engineer	Andy Adrian	5/07
Michael Becker	Fire Lieutenant	Battalion Chief	Allan Antolik	6/19
Matthew Brockman	Firefighter/Paramedic	Fire Lieutenant	Michael Becker	6/19
William Olsen	Sewer Maintainer	Plant Maintenance Mechanic	New Position	6/29
Gary Steffen	Bus Operator I	Bus Operator II	Jeff Matthew	8/10
Korey Rajkowski	Street Maintainer	Equipment Operator		10/19
Mitchell Harris	Street Maintainer	Equipment Operator		10/19
Patrick Lind	Street Maintainer	Equipment Operator		10/19
Josh Mahne	Bus Operator I	Bus Operator II	Robert Kurkowski	11/02

**HR PERFORMANCE REPORT**

Shannon Lane	Sr. Water Distribution Maintainer	Water Distribution Supervisor	New Position	11/02
Kevin Behnke	Water Plant Operations Technician	Sr. Water Plant Operations Technician	New Position	11/16
Michelle Weasler	Administrative Asst. II	Administrative Asst. III	New Position	11/16

Active Recruitments

Job Title	# of Vacancies	Date Vacant	Status
Sewer Maintainer	1	5/1	Conditional Offer Extended
Bus Operator I	1	10/30	Open Until Filled
Administrative Assistant II (Water)	1	New Position	Application Deadline 12/07
Plant Maintenance Mechanic	1	11/30	Application Deadline 12/15
Police Officer	2	12/212/10	Application Deadline 12/31

Vacant Positions (Not Being Recruited)

Job Title	Number of Vacancies	Date Vacant	Status

Handbook Modifications

Section Modified	Modification	Date
2.01 Employee Conduct and Work Rules & 2.04 Personal Appearance	Granted an additional 10 minute paid break when possible to employees whose work stations don't allow for the removal of a face covering.	8/3/20



HR PERFORMANCE REPORT

2.06 Solicitation	The City may raffle off up to 2 days of vacation based on participation in the United Way campaign. (Note: Union employees are not eligible for this incentive without an MOU).	8/4/20
5.15 Standby Pay	One additional employee per division may be added to the Standby schedule when necessary. This exception should last no more than 3 months, but may be extended at the recommendation of the Department Director with approval by Finance and Human Resources.	8/24/20
5.02 Compensation Plan Administration	Update maximum base-building Discretionary Performance Incentive from 4% to 4.5%, to align with current pay step structure.	10/1/20
8.03 Personal Holidays	Clarify current practice that personal holidays must be used in the calendar year they are received	10/13/20

Human Resource Committee Packet

December 14, 2020

Agenda Item
Discussion and possible action reclassifying the Business Development Specialist position as Economic Development Manager.
Background
In 2017, the Common Council approved the elimination of the Economic Development Manager position and the creation of the Assistant Planner position. In 2019, the Common Council approved the elimination of the Administrative Assistant III position and the creation of the Business Development Specialist position. The Business Development Specialist (salary grade 18, \$21.02-\$29.44) position was initially conceived as a liaison, responsible for the development of relationships between the City and businesses. This position was originally conceived as a technical support position for the economic development director position. The position has been filled for more than six months, and the department has realized that the responsibilities are greater than initially conceived. For succession planning and continuity purposes, the reclassification reflects additional responsibilities such as drafting economic development agreements. The position has also been expanded to include responsibilities for the City's overall marketing presence, including press releases and social media, and responsibility for oversight of Public Access programming and staff. The Human Resources Department has evaluated the new responsibilities under the Decision band matrix, and recommends that the Economic Development Manager position be classified at salary grade 15 (\$25.39-\$38.08).
Fiscal Impact
Approximately \$6,000 plus benefits.
Staff Recommendation
Approve the reclassification of the Business Development Specialist (SG18) to Economic Development Manager (SG15).
Staff contact: Toni Vanderboom (715-261-6634)



JOB DESCRIPTION

Economic Development Manager

Job Title:	Economic Development Manager	Reports To:	Community Development Director
Department:	Community Development	FLSA Status:	Exempt
Division:	Economic Development	EEO Code:	
Salary Grade:	15	Occupational Code:	
Employee Group:	General Employee	Training Category:	2-Professionals
Created:	12/14/2020	Last Revision:	

This description is not an announcement of a position opening. To view current openings please visit www.ci.wausau.wi.us. The following statements are intended to describe, in broad terms, the general functions and responsibility levels characteristic of positions assigned to this classification. They should not be viewed as an exhaustive list of the specific duties and prerequisites applicable to individual positions that have been so classified.

Purpose of the Position

The purpose of this position is to perform professional expertise and analytical work in supporting the comprehensive plan and economic development strategy for the City of Wausau and communicating those plans and goals to businesses and the broader community cohesively. The position is primarily responsible for implementing business retention and attraction efforts; encouraging the development of infrastructure and public amenities to support area business needs; marketing the City's efforts to residents, potential new businesses and strategic workforce populations including managing the City's marketing campaigns; and advocating for public policy and tools that improve the economic competitiveness and quality of life features of the City.

Essential Duties and Responsibilities

1. Develops and implements components of economic and business development to attract new and expanding industrial and commercial development to the City.
2. Develops and implements communication plans and strategy that build awareness and support for the City's programs and initiatives related to community and economic development opportunities and challenges. Assists in the coordination of the City's overall marketing presence, including developing and coordinating overall marketing and social media presence.
3. Facilitates the Economic Development Committee policy-making process by taking a lead role in the formation and implementation of the City's economic development strategy.
4. Provides technical assistance to businesses and community groups to communicate City initiatives, efforts and program tools that increase the City's economic competitiveness.
5. Exercises discretion in coordinating tailored assistance to businesses and assists in directing resources for short and long-term business expansion goals.
6. Develops drafts and presents terms of Development Agreements with new or expanding multi-tiered business developments to the Economic Development Committee, Joint Review Board and City Council. Coordinates with appropriate City departments when agreements are reached and as needed during agreement development.
7. Facilitates and coordinates the City's Tax Increment Financing district preparation and implementation of Tax Incremental Finance (TIF) plans while managing the Joint Review Process involving multiple departments within the City and outside stakeholders to accomplish creation and amendment of plans.
8. Gathers, analyzes and presents economic development trend information clearly and effectively in order to allow businesses and government officials to easily access the information.

9. Designs and implements of the economic development marketing program to attract new businesses to the City of Wausau by managing the Planning, Community and Economic Development websites and pages, the City of Wausau Government Facebook brand, and the Wausome.com branding initiatives, writing news releases, visiting business and industry representatives, and making public presentations.
10. Responsible for the development and management of the Government and Public Access Television programing and staff.
11. Advances the City of Wausau's position by representing the City at local, state and regional organizations and participates in the expanding professional field of economic development.
12. Consults with state and national agencies, developers, and commercial brokers; reviews and critiques large scale development proposals.
13. Assists with the department's financing programs and federal funding including administering the City's economic development fund.
14. Assists the department in administrative functions including preparation of program budgets and staffing.

Additional Duties and Responsibilities

- Researches and coordinates work between City departments and local firms to resolve problems and respond to inquiries.
- Develops and prepares applications for government and non-government funding of economic development, quality of life, and key infrastructure projects on behalf of the City and/or local businesses.
- Supports entrepreneurial programming, incubation and accelerator efforts of the Entrepreneurial & Educational Center, the Greater Wausau Chamber of Commerce and MCDEVCO.
- Provides information to the press, elected officials and the public regarding community and economic development issues.
- Performs various duties and special projects as assigned.

Education and Experience Requirements

Bachelor Degree in Economic Development or a closely-related field (including Business or Public Administration, Marketing, Finance, Accounting, Urban Planning, Political Science, Communications, Public Relations). Additionally a minimum of **four** years of experience working on related and specialized public communication initiatives or development programs, or the combination of education and experience that provides equivalent knowledge, skills, and abilities.

Certified Economic Developer designation from International Economic Development Council or equivalent obtained from the National Community Development Association or American Planning Association within five years of employment.

Knowledge, Skills and Abilities

MS-Word-Intermediate

MS Excel- Intermediate

MS PowerPoint- Intermediate

Social Media- Intermediate

- Ability to evaluate data and information using established criteria, in order to determine consequences and to identify and select alternatives. Ability to compare, count, differentiate, measure and/or sort, as well as assemble, copy, record and transcribe data and information.
- Knowledge of the development of business plans and financial statements.
- Some knowledge of the use and creation of Tax incremental Financing (TIF) Districts and implementation of successful TIF project plans.

- Ability to decide the time, place, and sequence of operations within an organizational framework as well as the ability to oversee their execution.
- Ability to advise and provide interpretation regarding the application of laws, policies, procedures and standards related to economic development.
- Ability to utilize consulting and design data and information such as legal briefs, economic analysis, organizational analysis, census reports, survey data, employment reports, official plans, ordinances, resolutions, pending legislations, zoning matters, maps, State statutes and administrative codes and computer software operating manuals.
- Ability to communicate and effectively relate with- both orally and in writing- with land developers, consultants, contractors, business owners, Community Development personnel, City employees, community organization representatives, State and Federal governmental agencies and elected officials, and especially the local media and the general public.
- Ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information.
- Ability to coordinate eyes, hands, feet and limbs in performing semi-skilled movements.
- Ability to exert very moderate physical effort in sedentary to light work.
- Thorough knowledge of public relations and promotion techniques.
- Ability to maintain confidentiality of the department.
- Proficient with intermediate functions of all MS Office suite products.

Physical and Working Environment

Limited exposure to disagreeable elements such as dirt, temperature fluctuations, and/or limited exposure to weather conditions. Limited travel.

Normal mental and visual attention is required. Light physical demands to include bending, twisting, turning, and light lifting. Limited exposure to workplace hazards.

Acknowledgement

All requirements of the described position are subject to change over time. The employee may be required to perform other duties as requested by the City.

Signature of Department Director: _____ Date: _____

I acknowledge that this job description is neither an employment contract nor a legal document. I have received, read, and understand the expectations for the successful performance of this job.

Printed Name: _____ Signature: _____ Date: _____

The City of Wausau is an Equal Opportunity Employer. In compliance with the American with Disabilities Act, the City will provide reasonable accommodations to qualified individuals and encourages both prospective and current employees to discuss potential accommodations with the employer.

Human Resource Committee Packet

December 14, 2020

Agenda Item	
Discussion and possible action approving the tentative collective bargaining agreement between the City of Wausau and the Wausau Professional Police Association.	
Background	
The City of Wausau and the Wausau Professional Police Association have reached a tentative agreement. The following changes to the existing contract have been reached:	
Article	Agreement
Entire Agreement	Updating outdated information. EX; if the CBA stated Effective January 1, 2015 delete dates reference and replace with current dates
Article 21 – Uniform Allowance	Increase by \$50 each year of the two year contract
Article 22 – Holidays	Language clarification (no benefit change)
Article 24 – Sick Leave	PEHP language clarification (no benefit change) PAL language clarification (no benefit change) “SickPrevent” benefit for employees on a 5-2 schedule
Article 29 – Separation Benefit	Language clarification (no benefit change)
Article 32 – Residency	Change residency requirement from 20 miles to 30 miles from the jurisdictional boundary.
Article 35 – Duration	2 year contract
Appendix A	Year 1: 1.5%/1.5% split midyear Year 2: 1.5%/1.5% split midyear
Appendix B – Hierarchy of Time Off	Phase 1 first, followed by Phase 2, followed by all other types of vacation
Fiscal Impact	
Approximately \$252,000 plus benefits (FLSA, payroll tax, etc.)	
Staff Recommendation	
Approve the tentative collective bargaining agreement as negotiated.	
Staff contact: Toni Vanderboom (715-261-6634) and Ben Bliven (715-261-7802)	

Human Resource Committee Packet

December 14, 2020

Agenda Item
Discussion and possible action addressing pay compression between union and non-represented supervisory staff.
Background
In 2016 and 2019, the Common Council moved to adjust the compensation plan to account for internal alignment and pay compression within the Police Department. With new collective bargaining agreements being approved, this issue is up for review again. “Compression” is a common term for a lack of salary difference between staff and their supervisors. There is no universally accepted degree of spread, and there are some circumstances which may account for a line staff earning more than a supervisor (for example, a senior line staff with longevity with the company may earn more than a new supervisor without outside experience). The City of Wausau established 5% as a generally accepting spread in compensation.
Fiscal Impact
\$7400 plus benefits
Staff Recommendation
In the Transit Department, one compression item was identified. I recommend increasing the salary for one supervisor by one step increase effective 12/27/20. This will assure a 5% spread for this employee over the life of the current contract. In the Fire Department, one compression item was identified. I recommend increasing the salary for one battalion chief by one step increase effective 12/27/20. This will assure a 5% spread for this employee over the life of the current contract. In the Police Department, compression will be experienced by six Lieutenants mid-2021 and by eleven Lieutenants mid-2022. I recommend increasing the salary for the six affected Lieutenants effective upon the midyear increase represented in the contract. This will ensure a 5% spread for these employees in 2021. Compression with this group will continue to be monitored; if necessary, another adjustment may be brought before this Committee prior to the 2022 contracted increases.
Staff contact: Toni Vanderboom (715-261-6634)