



Bargaining Committee Agenda

February 23, 2016
4:30 p.m.

BARGAINING COMMITTEE AGENDA

1. Call to Order
2. Minute Approval
 - February 16, 2016 - [Bargaining Minutes 02-16-2016](#)
3. Discussion and Action Items:
 - 2016 Wage Resolution – General Employees - [Resolution for Pay-For-Performance Increase](#)
4. Adjourn to Closed Session for discussion regarding: Wisconsin Statutes **§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 – Fire Department Union Negotiations for 2016-2017 Labor Agreement; City Administrator Review
5. Upon conclusion of the Closed Session, the Committee may reconvene into Open Session for potential action on Closed Session discussion
6. Adjourn

PUBLIC NOTICE

Upon reasonable notice, a good faith effort will be made to accommodate the needs of individuals to participate in public hearings, which have a qualifying disability under the Americans with Disabilities Act. Requests should be made as far in advance as possible, preferably a minimum of 48 hours. For additional information or to request this service, contact the St. Francis City Clerk at 481-2300 Extension #4305. The meeting room is wheelchair accessible from the east and west entrances.

NOTE: There is a potential that a quorum of the Common Council may be present.

**MINUTES OF THE BARGAINING COMMITTEE MEETING HELD
FEBRUARY 16, 2016**

Present: Alderpersons Fliss, Brickner and Wattawa

Also Present: City Administrator Rhode, City Clerk/Treasurer Uecker, Chief Lockwood, Captain Trost, City Engineer Dejewski, Mechanic Bob Melton, Health Administrator Scott, interested citizens

Chairwoman Fliss called the meeting to order at 4:43 p.m.

Moved by Alderman Wattawa, seconded by Alderman Brickner to place on file the minutes of the Bargaining Committee meeting held February 3, 2016 and the minutes of the Joint Bargaining/Legislative Committee meeting held February 9, 2016. Motion carried.

Memo from the City Engineer re: Department of Public Works:

City Engineer Dejewski presented the Committee with a Scheduled Annual Wage Adjustment and Pay Range that could be implemented for the Department of Public Works. The adjustments/pay range are split between Highway Utility and Equipment Operators and Mechanic. The range was set using Cudahy, South Milwaukee and Greendale as comparables.

Highway Utility and Equipment Operators – Pay Range \$18.00 - \$28.00

\$18.00 Starting pay if employee has CDL, if not it would be \$17.50 and increased to \$18.00 upon obtaining CDL within 3 months of hire date

\$20.00 Increase based upon successful completion of probationary period. Passing probation would be considered a “performance review” as related to pay ranges. Let it be noted that the current probationary period is one year.

\$22.76 Increase based upon demonstration of proficiency on equipment, coming in for all overtime possible and 2 performance reviews with a raw rating of 2.0 or better

\$25.41 Increase based upon demonstration of continued proficiency on equipment, coming in for all overtime possible, demonstration of ability to complete tasks without constant supervision. Has a performance raw score of 2.4 or better for third performance review

Alderman Wattawa asked why the steps? City Administrator Rhode stated that the City doesn’t have a mechanism in place to bring new employees to the rate of their peers. He felt the first three steps were good but struggles with the dollar amount for the 4th step. City Engineer Dejewski stated that in looking at the comparable communities, the \$25.41 fell in line with their mid-range pay scale. It is also the wage that most of the DPW are at now and reflects what they were making in 2013.

Mechanic – Pay Range \$20.00 - \$30.00

\$20.00 Starting pay rate

- \$22.00 Increase based upon successful completion of 1 year probation
- \$24.75 Increase based upon demonstration of proficiency on repairing equipment in a timely manner. Has a performance raw rating of 2.3 or better
- \$27.75 Increase based upon demonstration of continued proficiency on repairing equipment in a timely manner. Has a performance raw rating of 2.5 or better

City Engineer Dejewski explained that the difference between the pay ranges is that the mechanic position is one person and a skilled position. Comparables were used as well as trying to mirror the mid-range wages of those comparables. She also reiterated that there is a performance component linked to the pay range steps.

Alderman Brickner asked what the reference to Longevity Pay was. It was explained that prior to Act 10, employees received an additional dollar amount based on years of service. Post Act 10, longevity pay was rolled into the hourly wage and employees no longer receive additional pay for years of service.

Alderman Wattawa questioned how long would it take to progress through the wage scale. In other communities, as well as St. Francis, it could take years longer than the four presented. Cudahy has steps for increases, very similar to what the unions had in the past and it is a 5 step scale. He also questioned if the increases came too quickly – you could jump \$7/hour in three years. Alderwoman Fliss commented that she felt if employees were doing the same job, they should be receiving the same pay.

City Administrator Rhode said that the challenge with the \$25.41 rate is that it is a significant increase and doesn't know if that is the "new" normal in DPW's. He suggested changing the Step 4 to \$24.50 and add a 5th step that would be based on the lowest paid DPW worker, or whatever the Committee felt it should be. Alderman Brickner agreed that a 4 year step was aggressive but again there is no automatic advancing through the steps as had been in the union contracts. These step increases are performance based. Alderwoman Fliss felt that these proposed pay ranges will need to be reviewed and adjusted every few years.

After further discussion, the proposed steps were agreed to: \$18.00/\$20.00/\$22.76/\$24.50/\$25.67. City Administrator Rhode will include them in the General Employees Wage Resolution for the Committee to review at the next meeting. City Administrator Rhode reminded the Committee that the mechanic did get a \$0.50/hour bump last year.

Also included in the City Engineers memo was a request to adjust the current wages of two DPW employees who, because of union negotiations, gave up a percentage of their hourly rate to be allowed to move out of the City. Since residency is no longer required because of state law, she felt it would be far to give them a one-time hourly increase of \$0.50. Those two employees would still be at a lower rate than their co-workers. Alderman Brickner felt that it shouldn't be done as it will affect the pay range and that those employees made the decision to move out of the City and at the time, it was a bargainable item. Alderwoman Fliss felt that giving that increase would make a difference in the morale

of the department and that all of the unaffected DPW employees were ok with them getting that increase. City Administrator Rhode just questioned where this decision would start and stop.

Moved by Alderwoman Fliss, seconded by Alderman Brickner to recommend approval of the Scheduled Annual Wage Adjustments and Pay Ranges as discussed and amended. Motion carried.

Pay For Performance:

City Administrator Rhode reviewed the spreadsheet with the Committee. The average increase in 2014 was 2.1% and totaled \$26,005.36. In 2015 it is 2.07% and totals \$25,204.34. Those increases do not reflect a pay for performance increase as of yet for the City Administrator. Alderwoman Fliss commented that the proposed 2015 increases do fall within the budgeted amount.

City Administrator Rhode stated that the raw score is based on a range of 0 – 4. The majority of the increases are 1.74% to 2.0%.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to place on file with reference in the minutes the pay for performance spreadsheet as presented for further review. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to adjourn to Closed Session for discussion regarding: Wisconsin Statutes §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 – Fire Department Union Negotiations for 2016-2017 Labor Agreement; Police Department Union Negotiations for 2016-2017 Labor Agreement. Motion carried.

Time: 5:41 p.m.

Resolution No.

RESOLUTION REGARDING NON-REPRESENTED EMPLOYEES' WAGES AND SALARIES

At a regular meeting of the Common Council of the City of St. Francis, Milwaukee County, Wisconsin, held on the ____ day of March, 2016 a quorum being present and a majority of the Council voting therefore, said council does resolve as follows:

WHEREAS, it is in the public interest of the residents of the City of St. Francis that the wages and salaries of City of St. Francis, Wisconsin be approved and adopted by the Common Council

Whereas, the City has adopted a pay-for-performance compensation plan in 2013 for all non-represented employees

WHEREAS, standardized performance reviews including goals were created for each position within the organization and training on them was provided by an outside agency

WHEREAS, the pay-for-performance plan includes a percentage for a base wage increase in addition to a lump sum payment for 2014

WHEREAS, employees who are currently employed at the time of the passage of this resolution are eligible for this program and employees whom have retired or are no longer with the organization do not qualify

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of St. Francis, Milwaukee County, Wisconsin

ESTABLISHING OR REESTABLISHING SALARIES AND WAGES OF CERTAIN OFFICIALS AND EMPLOYEES OF THE CITY OF ST. FRANCIS FOR 2015

The salaries and wages of certain officials and employees of the City of St. Francis commencing and retroactive to January 1, 2015, except as otherwise hereinafter set forth, are as follows for various appointed Department Heads, Officers, Professional, Inspection and Other Personnel:

1. Wages and Salaries:

Position	Existing	Pay for	Proposed
	Pay	Performance %	1/1/2016
*City Administrator	\$97,260.80		
*City Engineer/Director of Public Works	\$96,910.97	2.00%	\$98,849.19
*City Clerk/Treasurer	\$79,203.54	2.00%	\$80,787.61

*Public Health Administrator	\$71,340.72	1.74%	\$72,582.05
*Building Inspector	\$69,594.26	1.74%	\$70,805.20
*Highway Superintendent	\$61,880.97	2.26%	\$63,279.48
*Deputy City Clerk	\$55,075.92	2.00%	\$56,177.44
*Part-Time Administrative Staff			
618	\$13.50/hour	1.50%	\$13.70/hour
619	\$13.50/hour	1.50%	\$13.70/hour
*Assistant City Engineer	\$75,041.76	1.74%	\$76,347.49
*Engineering Technician	\$54,941.29	1.50%	\$55,765.41
*Custodian	\$23.80/hour	2.00%	24.28/hour
*Department of Public Works			
404	\$54,303.66	1.50%	\$55,118.21
508	\$54,303.66	1.74%	\$55,248.54
521	\$54,581.21	2.26%	\$55,814.74
97	\$42,224.00	1.74%	\$42,958.70
102	\$53,381.15	2.26%	\$54,587.56
95	\$54,324.45	1.50%	\$55,139.32
101	\$53,552.58	2.26%	\$54,762.87
96	\$50,345.67	2.26%	\$51,483.48
*Court Clerk	\$17.80/hour	3.00%	\$18.33/hour

*Assistant City Nurse	\$28.43/hour	1.50%	\$28.86/hour
Health Department Clerical	\$10.66/hour		\$10.66/hour
Sanitarian/Weights and Measures	\$28.47/hour	2.00%	\$29.04/hour
*Police Clerk - IT Coordinator	\$45,740.32	2.52%	\$46,892.98

Whereas, the Pay for performance program is designed to be flexible and in future years may be the sole determiner in wage/benefits increases for City of St. Francis employees. In future years the program may be expanded to other departments

PASSED and APPROVED this ____th day of March, 2016.

Mayor

ATTEST:

City Clerk/Treasurer