Our intention is to have in-person meetings going forward. For the time being, we will hold the City Committee Meetings, Plan Commission, Council and most others at the Community Room at 933 Michigan Avenue. This in-person location will meet the legal requirement for our open meetings.

We will have a virtual option available, but the technology for the hybrid style meeting may not be reliable all of the time.

PERSONNEL COMMITTEE

October 9, 2023 - 6:15 PM

(or immediately following previously scheduled meeting)

Community Room
933 Michigan Avenue, Stevens Point, WI

OR

Zoom Teleconferencing

Meeting ID: 831 2381 5964 | Passcode: 643004
By
Computer: https://us02web.zoom.us/j/83123815964?pwd=WThPMHRucEVkaW9oZ2RqY0JwaTdQdz09
By Phone: +1-312-626-6799 (US Chicago)

(A quorum of the City Council may attend this meeting)

AGENDA

I. Discussion and Possible Action on:

1. Roll Call.
2. Classification and Compensation Study Presentation by Baker Tilly.
3. Adoption of 2024 Pay Plan. Supporting documents will be available before the meeting.
4. Adjournment.

Meeting Rider
Any person who has special needs while attending this meeting or needing agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, TDD # 346-1556 or by mail at 1515 Strongs Ave., Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00p.m.

City of Stevens Point
1515 Strongs Avenue
Stevens Point, WI 54481-3594
Fax 715-346-1530

Department of
Administrative Services
Ph: 715-346-1594

October 4, 2023

TO: Personnel Committee Members

FROM: Mayor Wiza

RE: Compensation and Classification Study 2023

Included in your packet is the recommended City pay plan set for implementation January 1, 2024. This plan is the result of work from Baker-Tilly and your department heads that took place over the last several months. They used data for about a dozen of our peer communities, as determined by staff and specific industry compensation data from several fields.

We know that we need to be competitive in our wages and benefits and with your help we've made some improvements to time off policies, work schedules and other benefits. Making sure we are paying what the industry warrants is key. In 2023, primarily because of levy limits, we were unable to add a Cost of Living Adjustment that kept up with inflation. New shared revenue allows us to ensure we are compensating our employees at a level that the market bears.

You will see a presentation that goes over the entire process. We entered into this project with directions from the Council that we wanted to be slightly above the market regarding compensation and an understanding that regardless of the outcome, no position would be subject to a pay decrease. We asked for an entirely new pay matrix that cleaned up changes we had made over the years, too. Because we had job descriptions up to date already and all department heads involved through the entire process, we also do not anticipate there being the need for individual appeals as we have had in the past. Any related questions and concerns have already been addressed through staff and Baker-Tilly.

Staff recommends adoption of option 2 and when implemented on January 1st, 2024, we also anticipate our recommended 6.26% COLA, subject to Council approval next month. Option 2 includes anyone who is eligible for a step in 2024, based on the 2023 matrix, will also have a step in 2024, regardless of the new grade and step placement.

Mike Wiza
Mayor of the City of Stevens Point, WI