

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

January 8, 2024 - 6:15 PM

(or immediately following previously scheduled meeting)

**Community Room
933 Michigan Avenue, Stevens Point, WI**

OR

Zoom Teleconferencing

Meeting ID: 852 5725 9355 | Passcode: 439422

By

Computer: <https://us02web.zoom.us/j/85257259355?pwd=Uko0VXJRdVluS0NhTUytRStCdEV1UT09>

By Phone: +1-312-626-6799 (US Chicago)

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

AGENDA

Discussion and Possible Action on:

1. Roll Call.
2. Request to approve 2024 base wage agreement between City of Stevens Point and Teamsters General Union, Local 662- Streets / Parks.
3. Request to approve 2024 base wage agreement between City of Stevens Point and Teamsters General Union, Local 662-Utilities, Utility certifications and Stand-by Pay.
4. Request to start City Engineer at Step 5.
5. 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.

AGREEMENT
BETWEEN

CITY OF STEVENS POINT, WISCONSIN

AND

TEAMSTERS GENERAL UNION, LOCAL 662,
AFFILIATED WITH THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
(STREETS/PARKS)

January 1, 2024 - December 31, 2024

AGREEMENT

This Agreement made and entered into by and between the City of Stevens Point, Wisconsin, hereinafter referred to as “Employer” and Teamsters General Union, Local 662, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the “Union”.

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for the purposes of engaging in conferences and negotiations establishing wages for all regular full-time employees and regular part-time employees in classifications set forth in Appendix “A” of this Agreement, which is incorporated herein by reference, excluding the Secretary to the Director, supervisors, managerial and executive, confidential, seasonal or casual employees and all other employees of the Departments.

ARTICLE 2 - WAGES

Employees shall be paid the wages set forth in Appendix “A” of this Agreement effective January 1, 2024 to and including December 31, 2024.

ARTICLE 4 - DURATION

This Agreement shall become effective when signed and shall remain in full force and effect through December 31, 2024.

Signed and dated this ____ day of _____ 20__, effective the first day of January 2024.

City of Stevens Point:

Teamsters General Union, Local 662,
Affiliated with the International
Brotherhood of Teamsters:

Mike Wiza, Mayor

Tom Kanack
Business Agent

Kari Yenter, City Clerk

Steven McKay, Steward

Kenneth Rozak, Steward

[illegible]

APPENDIX A

Grade	Title	Starting Wage*	Current Employee(s)
G	Arborist	\$29.32	\$32.68
G	General Leadperson (Streets)	\$29.32	\$30.13 - \$33.58
G	Streets Leadperson (Technical Maintenance)	\$29.32	\$33.58
F	Fleet Maintenance Mechanic	\$27.80	\$32.71
F	Fleet Maintenance Stock Clerk	\$27.80	\$32.71
F	Lead Parks Maintenance Worker	\$27.80	\$28.56
F	Parks Maintenance & Grounds (Handy Person)	\$27.80	\$31.84
E	Welder/Fabricator/Mechanic	\$26.36	\$27.83
D	Ice Center & Pool Maintenance Technician	\$25.00	\$31.06
D	Solid Waste/Recycling Driver	\$25.00	\$25.69 - \$28.63
D	Street Maintenance Worker	\$25.00	\$25.69
D	Streets Operator	\$25.00	\$27.87 - \$31.06
C	Administrative Assistant - Parks	\$23.69	\$24.34
C	Administrative Assistant - Streets	\$23.69	\$25.01
C	Parks Technician	\$23.69	\$24.34 - \$28.64

*Step 1 of the pay matrix is the start rate for 2024



January 3, 2024

MEMO

RE: 2024 Teamsters contract and schedule of pay for Utility certifications

Utility Commissioners and Personnel Committee members,

Following this memo are two documents.

1. The first document is the proposed contract between the Teamsters Union (Utilities staff) and the City. This contract spells out the content of the City's pay plan as it pertains to the Utility staff. The two documents have the same information. Now removed from this document is the schedule that outlines certification pay.
2. The second document is the schedule that was previously in the Teamsters contract related to certification pay. This schedule has a couple of small changes that were in the draft document when we were asked to separate the original into two different documents.

While this schedule of certification pay is currently unique in the City, it is my understanding that there could be a larger City-wide schedule for certifications coming forward for review and consideration.

Recognizing and supporting City staff to hold and maintain different certifications is, in the experience of the Utility Department, a very useful and valuable act for both the Department and the employee – especially in highly technical and competitive jobs.

We are requesting that since the certification schedule is being removed from the contract, that we approve the new separate schedule in advance of action on the actual contract.

Thank you for your consideration.

Best Regards,

Joel Lemke
Director

AGREEMENT
BETWEEN

CITY OF STEVENS POINT, WISCONSIN

AND

TEAMSTERS GENERAL UNION, LOCAL 662,
AFFILIATED WITH THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
(UTILITIES)

January 1, 2024 - December 31, 2024

AGREEMENT

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ARTICLE 2 - WAGES

Employees shall be paid the wages set forth in Appendix “A” of this Agreement effective January 1, 2024, to and including December 31, 2024.

ARTICLE 3 - DURATION

This Agreement shall become effective when signed and shall remain in full force and effect through December 31, 2024.

Signed and dated this ____ day of _____ 20__, effective the first day of January 2024.

City of Stevens Point:

Teamsters General Union, Local 662,
Affiliated with the International
Brotherhood of Teamsters:

Mike Wiza, Mayor

Tom Kanack
Business Agent

Kari Yenter, City Clerk

Mike Federwitz
Union Steward

[illegible]

APPENDIX A

Grade	Title	Starting Wage*	Current Employee(s)
J	Chief Operator - Wastewater	\$34.90	\$37.86
J	Chief Operator - Water	\$34.90	\$37.86
H	Construction Foreman	\$31.06	\$34.62 - \$38.59
G	Inspection Technician	\$29.32	\$29.32 - \$35.45
G	GIS/Inspection Technician	\$29.32	\$30.13
E	Equipment Operator	\$26.36	\$27.08 - \$30.19
E	Utility Operator Lead	\$26.36	\$31.87
E	Utility Operator	\$26.36	\$27.08 - \$32.75
D	Administrative Support Specialist	\$25.00	\$27.12 - \$28.63

*Step 1 of the pay matrix is the start rate for 2024

PUBLIC UTILITY SCHEDULE OF CERTIFICATION PAY

Certification Pay – Wastewater

General Certification	\$0.20 hr.
Basic Certification	\$0.20/hr./eligible subclass
Advanced Certification	\$0.40/hr./eligible subclass

Eligible subclasses for Operator and Chief Operator – Wastewater:

<u>Category</u>	<u>Subclass Letter</u>	<u>Subclass Name</u>
Solids Separation	B	Solids Separation
Biological Treatment	A1	Suspended Growth Processes
Solids Treatment	C	Biological Solids/Sludge Handling, Processing, and re-use
Nutrient Removal	P	
Disinfection	D	Chlorination, ultraviolet radiation, ozone
Laboratory	L	Laboratory
Collection Systems	SS	Sanitary Sewage Collection Systems

Certification Pay – Water & Collections

Grade T	\$0.20/hr./eligible subclass
Grade 1	\$0.40/hr./eligible subclass

Eligible subclasses for Chief Operator – Water:

<u>Name</u>	<u>Subclass Letter</u>
Distribution	D
Groundwater	G
Iron removal	I

Eligible subclasses for Utility Operator, Utility Operator Lead Equipment Operator, Inspection Technician, GIS/Inspection Technician, Foreman,:

<u>Name</u>	<u>Subclass Letter</u>	<u>Certification Area</u>
Distribution	D	Water
Groundwater	G	Water
Collection System	SS	Wastewater

Stand-by Pay

Wastewater Operators who are assigned the weekly responsibility of being on call for wastewater treatment plant and lift station needs (one person per day) will be paid at the following rate:
\$40.00/day

Water Operators, Stormwater Employees, Collection System Maintenance Workers who are assigned the weekly responsibility of being on a call for water distribution, metering, sewer collections, and stormwater collections (one person per day) will be paid at the following rate:
\$40.00/day

Water Operators who are assigned the weekly responsibility of being on call for water production and treatment needs (one person per day) will be paid at the following rate:
\$40.00/day

Note regarding Certification Pay: All additional pay for certifications will begin the first pay period following delivery of the official DNR certification paperwork or notification.

City of Stevens Point
1515 Strong's Avenue
Stevens Point, WI 54481



Public Works

Engineering Department:
Phone: 715-346-1561
Fax: 715-346-1650

Streets Department:
Phone: 715-346-1537
Fax: 715-346-1687

December 29, 2023

To: Personnel Committee

From: Scott Beduhn, Director of Public Works *SAB*
Joel Lemke, Director of Utilities and Transportation

Re: Request to start City Engineer at Step 5

Having been vacant for about a year and one half, the Departments of Public Works and Utilities, having joint financial responsibility for the City Engineer position, are requesting to start the position at Step 5. The Directors of both departments have been working diligently to identify a qualified candidate and now have an opportunity to fill the position, however, competition with the private sector has the City well behind in the overall market to attract the talent we are looking for. At Step 5, we are confident that we can fill this vitally important position within the City.

A little history of the Engineer position makes it clear that considerations for additional pay is warranted. The Engineer position was originally posted in mid-2020. The City received only a handful of applications with the most qualified being two students looking to enter the workforce. Neither candidate had the qualifications we were looking for, but after months of looking we felt it was in the City's best interest to consider them. As we reevaluated the position to see if a graduate engineer could serve our needs, we received an application from a registered PE that was in line with desired qualification of the posted position. The position was filled in April of 2021; however, it was actually an error that made it happen. The salary identified in the salary worksheet was in an incorrect grade (a higher grade) and it was that salary which was used in the offer letter. It was that higher salary that closed the gap between the public and private sectors at the time. Also, at about that same time, an overabundance of private sector work and a lack of qualified engineers in the market, private sector pay skyrocketed sharply. With significantly higher pay and other benefits including work from home, the Engineer position was vacated in June of 2022 when the individual in the position decided to return to the private sector.

The Engineer position was posted in June 2022 until late spring of 2023 (when reposting was put on hold as the compensation was being reevaluated by Baker Tilly. This was done in a precursor to the Citywide Compensation Study and later incorporated into the study.) In that time, only one application was received from an unqualified

individual without even formal education and no possibility of licensure.

Upon completion of the Compensation Study and approval of the 2024 operating budget, the Engineer position was reposted in November and while the posting has generated over 400 hits, there have been no applicants. That is until recently. After a considerable effort on behalf of both Director Lemke and Director Beduhn, we now have a qualified candidate willing to accept the position; however, given the difference in pay between the public and private sector the starting salary for the position is not competitive to attract the talent that is necessary to succeed in the position. Therefore, to fill the position which has been vacant for a year and one-half Director Lemke and I are requesting to offer Step 5.

If there are any questions, please do not hesitate to contact Director Lemke or me.

Thank you.

City Of Stevens Point
1515 Strongs Avenue
Stevens Point, WI 54481-3594



January 4, 2024

MEMORANDUM

TO: Personnel Committee Members

FROM: Mayor Wiza and HR Manager Frasch *W* *sf*

RE: Recommend posting City Engineer at Step 5

Based on the 2023 Compensation and Classification Study, the City Engineer starting salary is now competitive with our public sector peers. Below is the current City Engineer starting salary Grade N Step 1 to Step 5, each step is 2.75% higher than the previous step:

Grade N

Step 1: \$91,645.00
Step 2: \$94,162.00
Step 3: \$96,762.00
Step 4: \$99,424.00
Step 5: \$102,149.00

We recently contacted the following peer municipalities and provided us with their equivalent starting salaries:

\$91,374.40: WI Rapids
\$84,728.59: City of Wausau
\$88,774.40: Marshfield
\$83,463.00: Manitowoc

The average of the above municipalities is \$87,085.10 and Stevens Point is \$91,645.00; almost 5.0% higher than the average.

If the committee feels that we should start the position at Step 5, which is \$10,504.00 more than we posted the position for, we recommend re-posting the position at the higher starting salary. This may attract other qualified candidates who were not interested in the Step 1 salary.