

Committee of the Whole Minutes
Wednesday, October 19, 2022 - 6:00 p.m.
Council Chambers

Purpose: 2023 Salary Plan Review and Possible Action

Present: Alderpersons Boyette, Hillstrom, Lendrum, Erickson, Weber, Council President Stevenson, and Mayor Lang. Alderpersons Borchardt and Steiner were excused.

Also Present: City Attorney Rashid, City Clerk Nagel, Deputy Director of Finance Kahl, Director of Community Development & Assessment Haese, Director of Public Works Kaiser, Water Utility Director Mach, Director of Human Resources & Safety Kehl and Fairchild, Police Chief Olson, Assistant Police Chief Bernice, Captain Van Sambeek, Public Works Superintendent Radtke, Consultants Patrick Glynn and Heather Barber from Carlson Dettmann Consulting.

Council President Stevenson called the meeting to order at 6:02 p.m.

2023 Salary Plan Review and Possible Action

Carlson Dettmann, the consulting firm the city hired to do the salary study, presented their findings and recommendations to the Committee.

The Committee discussed the salary plan. Topics included in the presentation and discussion were:

- Market place employment changes post pandemic and inflation with New Year approaching.
- Median salary comparison with both larger and smaller communities.
- Employee based compensation relating to position and pay grade scale.
- Step Plan recommendation for Public Works and Parks Departments to be consistent with private sector pay progression.
- Public vs. private job sector comparison.
- Limited city revenue.

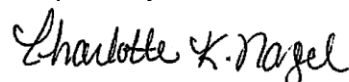
MSC Skyrms/Hillstrom to recommend to Council to approve the City's new salary plan, effective January 1, 2023, all voting aye.

President Stevenson, Director Kehl, and Mayor Lang advised that this item will be on the November 2, 2022 Council Agenda.

Adjournment

MSC Boyette/Skyrms to adjourn at 6:46 p.m., all voting aye.

Respectfully submitted,



Charlotte K. Nagel, WCMC