

DeBruin, Meredith

From: Krueger, Kaitlyn
Sent: Thursday, June 16, 2022 12:06 PM
Subject: Proposed Compensation Study Information
Attachments: Sheboygan DRAFT Wage Schedule with Current Control Points.pdf

Good Afternoon –

The draft wage scale for non-represented employees is up for consideration at the June 20th Common Council meeting. During the review process, several concerns were brought up, so I would like to provide the additional information that was requested.

The attached document shows comparison data related to the current pay scale being used and the proposed scale for each position.

Here are some points that can be helpful for interpreting the information:

- Current pay scale wages are highlighted in yellow
- Proposed pay scale wages are highlighted in orange
- The Control Point Comparison column provide the percentage change between current and proposed wage control points on each scale
- The Maximum Wage Comparison column provide the percentage change between current and proposed maximum wages on each scale
- Comparison Figures:

Color Key:	Control Point Comparison # of Positions	Maximum Wage Comparison # of Positions
Dark Green (Above 5% increase)	75	89
Light Green (0-5% increase)	27	28
Light Red (0-5% decrease)	23	17
Dark Red (Above 5% decrease)	22	13

- As reflected in the above table, there are some positions that will see higher earning potential despite the control point being lower on the proposed pay scale. For example, a Certified Truck Mechanic (Grade 11) would see a 0.1% decrease in the proposed control point. However, the maximum wage sees an increase of 7.9% allowing for higher wage growth potential in the future.
- The current proposal would not reduce any employee's existing wage. They will be held at their current rate until the scale catches up to them.

There were also questions about the appeals process and payroll implementation with the small amount of available HR resources. The appeals process will be handled mostly by the consultant, Carlson-Dettmann, but will also receive support from HR consultant, Michelle Stokes. In regards to payroll, I am happy to say that the City has an amazing Finance Department team that is willing and ready to step up to make sure that, if approved, the system will be updated accordingly. The City has an incredible Payroll Specialist, Sandy Halvorsen, who has also stepped up way beyond the call of her job to make sure that employees are being supported while the HR Department is going through its current transition. She has been with the City for 15 years and is able to be a resource and leader to the rest of the Finance team for implementation. Though it will not be an insignificant amount of work, we are ready to do what it takes to get this done.

To provide some guidance on the implementation timeline, here are some key dates. If it is Council's desire to adopt a wage scale or make any wage adjustment with an effective date of July 10th, Council approval would be needed by July

18th. This timing would allow the Finance Team the necessary time to get the information into Munis for the check date of August 5th.

Please feel free to reach out to me any time ahead of Monday's meeting if you would like to discuss or have any questions.

Hope you all have a wonderful day!

Kaitlyn Krueger
Finance Director/Treasurer
City of Sheboygan
(920) 459-3304
Kaitlyn.Krueger@sheboyganwi.gov
www.sheboyganwi.gov

