

*****ATTACHMENTS*****

CITY OF SHEBOYGAN

REQUEST FOR SALARIES AND GRIEVANCE COMMITTEE CONSIDERATION

ITEM DESCRIPTION: Review of benefits for the Municipal Court Judge

REPORT PREPARED BY: Sandy Rohrick, Director of Human Resources and Labor Relations

REPORT DATE: April 10, 2017

MEETING DATE: April 10, 2017

FISCAL SUMMARY:

STATUTORY REFERENCE:

Budget Line Item: N/A
Budget Summary: N/A
Budgeted Expenditure: Municipal Court
Budgeted Revenue: N/A

Wisconsin Statutes: N/A
Municipal Code: N/A

BACKGROUND / ANALYSIS:

Full-time elected officials (City Attorney, City Clerk and Mayor) are offered health insurance premiums consistent with non-represented employees. The only part-time elected official for the City of Sheboygan (the Municipal Court Judge) is not offered the same latitude. Current permanent, part-time employees who work between 20 – 39 hours may participate in health and dental insurance covering 50% of the premium cost. The request has been received from by the current municipal court judge for the city to review this policy and modify the benefit, allowing the same benefit participation level for the judge as other part-time employees.

STAFF COMMENTS:

Elected officials are paid a salary to complete the responsibilities of the position they are elected to. While “full-time” elected officials are not allowed to engage in outside business activities during normal city hall office hours, the municipal court judge position is not held to the same parameters. Elected officials are not governed by the traditional “40 hour work week” as typically followed by the Fair Labor Standards Act. Rather, elected officials are held to the maxim of fulfilling the duties they are elected for with a general expectation of working either full-time (approximately 40 hours in a typical work-week) or part-time as necessary to complete the necessary requirements of the position.

The weekly and/or monthly court schedule and/or requirements of the department changes constantly, depending on the needs at the time. It is my recommendation that the City of Sheboygan grant the same benefit consideration for the part-time municipal court judge as other similar permanent, part-time, non-represented employees and allow the judge to participate in health insurance consistent with the non-represented, part-time employees.

ACTION REQUESTED:

Motion to direct the Office of the City Attorney to draft an ordinance modifying benefits for the part-time, elected municipal court judge.

OFFICE OF THE CITY CLERK
Sheboygan, Wisconsin
CITY HALL

I hereby certify that this is a true copy of a
document from the Common Council
proceedings of the City of Sheboygan.

Susan Richards
City Clerk

Gen. Ord. No. 60 - 13 - 14. By Alderpersons Donohue, Bohren,
VanderWeele and Dassler. April 2, 2014. 6.1
7.3

AN ORDINANCE re-establishing the salary schedule for a certain designated elected officials.

THE COMMON COUNCIL OF THE CITY OF SHEBOYGAN DO ORDAIN AS FOLLOWS:

Section 1. The following salary schedule is hereby established for the elected part-time Municipal Court Judge, effective the first payday in May each year:

2015 2.0% increase \$40,800
2016 2.0% increase \$41,616
2017 2.0% increase \$42,448
2018 2.0% increase \$43,297

Section 2. Part-Time elected officials can engage in outside business activities during normal City Hall office hours.

Section 3. This is a limited hour position; benefit eligibility is limited to WRS contributions only.

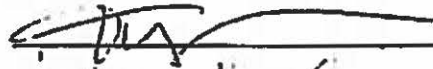
Section 4. The following salary schedule is hereby established for the elected full-time City Attorney and City Clerk, effective the first payday in May each year:

City Attorney	City Clerk
2015 2.0% increase \$112,110	2015 2.0% increase \$80,421
2016 2.0% increase \$114,352	2016 2.0% increase \$82,029
2017 2.0% increase \$116,639	2017 2.0% increase \$83,670
2018 2.0% increase \$118,972	2018 2.0% increase \$85,343

Section 5. Full-time elected officials shall not engage in any outside business activities during normal City Hall office hours.

Section 6. Health insurance premium contribution will be consistent with the non-represented employees.

Section 7. All ordinances or parts thereof in conflict with the provisions of this ordinance are hereby repealed to the extent of such conflict, and this ordinance shall be in effect from and after its passage and publication.



William Kout

I HEREBY CERTIFY that the foregoing Ordinance was duly passed by the Common Council of the City of Sheboygan, Wisconsin, on the 14th day of April, 2014.

Dated April 17 2014. Lisa Richards, City Clerk

~~APPROVED AND PUBLISHED~~ April 23, 2014 Richard Kout, Mayor
Ordinances Published April 23, 2014.

Certified April 17, 2014 to Fin. Dir./Treas.; Dep. Fin. Dir./Treas.;
HR Dir.