

*****ATTACHMENTS*****

CITY OF SHEBOYGAN

REQUEST FOR SALARIES AND GRIEVANCE COMMITTEE CONSIDERATION

ITEM DESCRIPTION: Non-Represented Employee Benefits

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

REPORT DATE: October 20, 2016

MEETING DATE: October 24, 2016

FISCAL SUMMARY:

STATUTORY REFERENCE:

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

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

BACKGROUND / ANALYSIS:

Non-Represented employees generally have the same benefits, with the exception of Fire Department Protective Service employees who are sworn officers. In order to specify the correct application of benefits available to "Protected" employees, a separate policy is being introduced for *Non-Represented Employees* and *Protected Non-Represented Employees*. In addition, in order to provide an environment that promotes upward, professional advancement, several new benefits are being recommended.

STAFF COMMENTS:

The City of Sheboygan currently has six (6) Non-Represented employees in the leadership team. With the exception of the Fire Chief (an appointed position), all Chiefs have over 15 years of experience within the department. In 2012, the Non-Represented employee benefits were modified, introducing a dis-incentive (to some) for a member of the Fire Department Local 483 to consider a promotion. The City of Sheboygan benefits by promoting from within for these leadership positions, hiring employees who know the community best. The recommendations being introduced will hopefully offer parody and provide an environment that encourages advancement.

ACTION REQUESTED:

Motion to request the City Attorney draft a resolution listing the changes and/or updates to the both the Non-Represented Employees and the Protected Service Non-Represented Employee benefit plans.

ATTACHMENTS:

None