



To: Members of the Personnel Committee

From: Tim Styka

Date: May 29th, 2012

RE: Court Liaison Uniform Allowance

During the transition of updating the Menasha Employee Handbook one of our employees, formerly covered by a collective bargaining agreement, brought to our attention a concern about the uniform allowance provision. The Police Department Court Liaison position was added to the Local 1035-B collective bargaining agreement (CBA) in the January 1, 1995 – December 31, 1997 term. Article XXIV of that CBA provides a \$150.00 uniform allowance for Complaint Clerks (updated to \$200.00 in subsequent CBAs). The clothing allowance article does not mention the Court Liaison position. However, according to the Court Liaison employee the uniform allowance was paid to the employee from the inception of the position arising out of negotiations and continued through 2008. In 2009 the City transitioned to a different payroll system.

The employee indicates that in negotiations for the 2009-2011 contract that there were discussions on including both the Code Enforcement Officer and the Court Liaison positions into the CBA. That language did not get added into the 2009-2011 CBA, but the Code Enforcement Officer position did get added through a side letter.

The Court Liaison employee is requesting that this matter be presented to you for your consideration due to the above-mentioned discrepancy. The employee is requesting the \$200/year from 2009-2011 for a total of \$600.

Thank you for your consideration in this matter.