



**MEMORANDUM**

To: City of Menasha Personnel Committee

From: Peggy Steeno, Director of Administrative Services

Date: November 12, 2015

RE: 2016 Wage Increase for Police Supervisory Employees

**BACKGROUND**

In conjunction with the proposed 2016 Budget, the Mayor has included in the budget and is recommending a 1% pay increase plus a 1% lump sum bonus for police supervisory employees.

**ANALYSIS**

A Police Administration Pay Plan was approved by the Common Council in March of 2014, to maintain a 5% separation between the represented police union employees and the lieutenants that supervise them. As part of that plan, the police supervisory employees that were not at least 5% higher than the police union employees received immediate increases, and all police supervisory employees received an additional increase at the end of 2014, to coincide with the increase for the represented group, at that time.

Also, for 2016, our represented police union employees are contracted to receive a 1% increase as well as a 1% lump sum bonus, which was a trade-off for the 2.5% health insurance premium sharing that is starting for those employees in 2016.

In order to maintain the integrity of the Police Administration Pay Plan, created in 2014, and to avoid going back and forth with the increases for the police supervisory employees, sometimes aligning them with the non-represented employees and sometimes aligning them with the represented employees, the recommendation is to keep the pay structure for these employees on pace with the represented police employees.

**FISCAL IMPACT**

The fiscal impact of a 1% pay increase, with the benefit roll-ups, and the 1% lump sum bonus for police supervisory employees is approximately \$9,500 in 2016.

**RECOMMENDATION**

Staff recommends approval of a 1% pay increase plus a 1% lump sum bonus for police supervisory employees, effective January 3, 2016.