

SPECIAL
COMMON COUNCIL MEETING
Council Chambers – Municipal Building
Tuesday, October 21, 2008

A special and open meeting of the City of New London Common Council was held on Tuesday, October 21, 2008 at 6 p.m. in the Council Chambers of the Municipal Building. After the Pledge of Allegiance, roll was called. Presiding: Mayor Henke

Members Present: Morack, Herminath, Herter, Romberg, Kopitzke, O'Connell, Tate, Barrington, Dean Excused: Way

Officers Present: Hager, Villiesse, Wilkinson, Hoerth, Hunt, Ron Steinhorst, Radke, Hanlon, Sharon Morien, Mark Morien

This special meeting was called to hear the presentation of a compensation study done by the PAR Group, represented by Mark & Sharon Morien, who presented the report.

They gave introductory remarks explaining their ties to New London and why they were delighted to win the bid to conduct this survey.

They next explained the methodology for the survey, how the community comparisons were selected and how they matched positions up focusing on analysis of job duties rather than job titles. They did not compare benefits and explained benefit comparison studies may be done but as it is difficult to quantify the value of a benefit package by comparing one to another, such studies actually just accumulate the data and list benefits given, such as the vacation schedule, a list of holidays, a summary of health insurance programs, etc. They did recommend that each community calculate the value of its own benefit package and periodically send the employees a statement listing the benefits received and their value. They note that many employees do not realize the value of their benefit package.

The PAR Group surveyed Ripon, Kimberly, Waupaca, Waupun, Berlin, Clintonville, Mayville, Oconto, Antigo, Horicon, Jackson, Kewaskum, Rothschild, Shawano and Little Chute. Each of these communities supplied data on wages, salary ranges, position titles and job responsibilities. From this data PAR was able to recommend a new grade and step grid, assign the positions to various grades and adjust the grid so that it would be valid over the next 4 years. They noted that New London was some what unique in adjusting its grid every 4 years rather than annually.

They then reviewed the grid, position locations and recommendations.

Part two of their assigned task was to look specifically at the compensation of Police Supervisors as compared to Police Patrol officers. They noted the similarities and differences in the compensation schemes and the difficulty of dealing with some of the differences as additional benefits rightly should then be extended to all non-represented personnel. They identified 4 areas that the Council should consider: longevity pay, shift pay, sick leave payout upon retirement and the tuition reimbursement arrangement.

Questions were answered as the presentation continued.

Romberg/Herminath to accept the report and have the Clerk present an ordinance for the Finance Committee's consideration which incorporated the new compensation grades and step system. Carried 9-0.

Henke noted that he was proud of his former students.

There being no further business, Herminath/Kopitzke to adjourn. Council adjourned at 7:40 p.m.

James R. Villiesse
October 21, 2008