



**CITY OF STURGEON BAY  
PERSONNEL COMMITTEE  
Thursday, October 8, 2020  
Council Chambers - 421 Michigan Street, Sturgeon Bay  
11:00 a.m.**

1. Roll call.
2. Adoption of agenda.
3. Consideration of: Changes to Carpenter/Mason wage.
4. Convene in closed session in accordance with the following exemption:

Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.  
19.85 (1)(c)

- a. Consideration of: Compensation negotiations for Police Chief.
- b. Consideration of: Compensation adjustments for administrative staff.

Move to reconvene in open session to take formal action upon preceding subject of closed session, if appropriate; or to conduct discussion or give further consideration where the subject is not appropriate for closed session consideration. The Committee may adjourn in closed session.

5. Adjourn.

Personnel Committee Members:  
Dan Williams, Chr.  
Helen Bacon, Vice Chr.  
J. Spencer Gustafson

Posted:

Date: 10/5/2020  
Time: 110pm  
By: SLR

## Executive Summary

**Date:** 21 September 2020

**Title:** Changes to Carpenter/Mason Pay

**Background:** In the past, Municipal Services has had an employee titled Carpenter/Mason. In the past several years the person who held this title only conducted masonry work, any time carpentry work was conducted it was another member of the crew. At present the Carpenter/Mason receives an additional \$1.00 per hour for the entire year. When the other crew member was involved in carpentry work he would charge his time to Carpenter/Mason pay classification. The main difference between the two is one receives the higher hourly wage for the entire year instead of only when he is conducting the work.

**Proposed Change:** I recommend hiring an employee with the title of Mason to replace our most recent retiree. I also recommend not paying them the wage of Mason for the entire year, only when he or she is performing that work. I also recommend increasing the wage for those performing carpentry and masonry work to \$1.25 per hour since this is not a year round wage. This will help “reward” those who have the talents we so heavily rely on. This will be much cheaper than hiring a mason or carpenter when one is needed.

**Fiscal Impacts:** There would be an estimated increase of \$500 per year.

**Recommendation:** Staff fully supports and recommends the changes.

**Prepared By:**

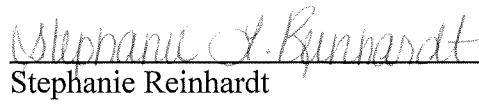


Mike Barker  
Municipal Services Director

**Date:**

21 SEP 2020

**Reviewed By:**



Stephanie Reinhardt  
Human Resources Director

**Date:**

9/29/2020

**Reviewed By:**



Valerie Clarizio  
Finance Director

**Date:**

9/29/20

**Reviewed By:**

Josh VanLieshout  
City Administrator

**Date:**