

COMMISSION FILE NO: 17-062-6 **DATE INTRODUCED:** June 12, 2017

INTRODUCED BY: Executive Director (Signature on File in the Office of the Commission)

REFERRED BY COMMISSION CHAIRPERSON TO: Policy, Finance, and Personnel Committee

RELATING TO: Revisions to Commission Policy 1-77.35, Compensation Policy

SUMMARY:

The Commission is requested to approve changes to Commission Policy 1-77.35, Compensation Policy. The changes recognize the District's move from three distinct compensation structures for employees to a single plan. The changes also provide for uniformity in the administration of the salary structure and the annual review process for all employees.

ATTACHMENTS: **BACKGROUND** ☒ **KEY ISSUES** ☐ **RESOLUTION** ☒
FISCAL NOTE ☐ **S/W/MBE** ☐ **OTHER** ☒ Commission Policy 1-77.35

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COMMITTEE ACTION: _____ **DATE:** _____

COMMISSION ACTION: _____ **DATE:** _____

BACKGROUND

Revisions to Commission Policy 1-77.35, Compensation Policy

In February 2012, the Commission approved several insurances, benefits, and compensation policies to bring parity between represented and non-represented staff at MMSD in response to the enactment and implementation of the provisions of the 2011 Wisconsin Act 10. Since those changes, AFCSME Local 366 has decertified as the collective bargaining agent for employees represented by that local at MMSD effective May 1, 2016. All District employees are now considered non-represented employees.

In February 2017, the Commission approved a single compensation structure that covers all classifications of positions at MMSD. The current changes to Commission Policy 1-77.35, Compensation Policy, defines the District as having one salary structure and one uniform method of salary and performance appraisal administration. The changes also remove references to having three distinct compensation plans as “formerly represented, administrative clerical and management/professional”.

RESOLUTION

Revisions to Commission Policy 1-77.35, Compensation Policy

RESOLVED, by the Milwaukee Metropolitan Sewerage Commission, that the attached Commission Policy 1-77.35, Compensation Policy, as revised, is adopted effective June 26, 2017.