



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Resolution: R-2017-0049

File Number: R-2017-0049

Sponsor(s): Administration & Finance Committee

Final Action:
APR 18 2017

Resolution to authorize and approve the appeals procedure in conjunction with the Carlson Dettmann Consulting job evaluation procedure.

WHEREAS, the City of West Allis Common Council approved Resolution R-2016-0135 authorizing the City Administrator to enter into a professional service agreement with Carlson Dettmann Consulting, LLC for services including the development of a new classification and compensation plan ("pay plan"); and

WHEREAS, the Committee of the Whole of the Common Council reviewed the executive summary and recommendations for implementation of the new pay plan on February 13, 2017, and provided consensus for staff to identify necessary steps and recommendations to implement the pay plan, subject to review by the Administration and Finance Committee and Common Council; and

WHEREAS, the implementation of the new pay plan requires consultation with Department Heads, approval of the pay plan and implementation guidelines, approval of the appeals process, approval of a pay for performance system, approval of a plan for continued job evaluation services, approval of policy updates, staff training, modifications to various software systems including Payroll, HRIS, and related timekeeping systems, and other administrative changes; and

WHEREAS, the recommendations include providing an appeals procedure; and

WHEREAS, the appeals procedure has been reviewed by the City Attorney, City Administrator, Human Resources Director, and Finance Director.

NOW, THEREFORE BE IT RESOLVED by the Common Council of the City of West Allis that the appeals procedure is approved.

BE IT FURTHER RESOLVED that the City Administrator and HR Director are authorized and directed to implement the appeals procedure as outlined in Attachment 1.

ADOPTED APR 18 2017

APPROVED 4/20/17

Monica Schultz, City Clerk

Dan Devine, Mayor