



City of West Allis

Resolution: R-2019-0529

File Number: R-2019-0529

Final Action: 8/6/2019

Sponsor(s): Administration & Finance Committee

Resolution to approve the implementation of a two-percent (2%) pay increase for non-represented City Employees pursuant to the 2019 Adopted Budget and approving the transfer of \$50,000 from the salary account of the Fire Department and \$50,000 from the salary account of the Public Works Department to ensure funding for the Exceptional Performance Program.

WHEREAS, the City of West Allis' 2019 Adopted Budget included funding for a pay increase for all non-represented employees who are satisfactorily performing their job duties; and

WHEREAS, additional funds are needed to ensure adequate funding for the established Exceptional Performance Program, and ample funding is available due to numerous vacancies in the Public Works Department and Fire Department over the course of 2019; and

WHEREAS, the two-percent (2%) increase for non-represented employees requires guidelines for implementation.

NOW THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that all *non-represented* city employees shall receive a two-percent (2%) increase to their pay, which shall be implemented as follows:

- 1) This increase is effective for the full pay period beginning on July 28, 2019 (reflected on employees' paychecks of August 16, 2019).
- 2) This increase is applicable to *all non-represented employees whose titles are included on the salary schedule* most recently amended by Ordinance No. O-2019-0006 and is under consideration at the August 6, 2019 Common Council Meeting.
- 3) This increase does not include those employees who are currently on a performance improvement plan and/or those who have not made satisfactory progress and/or completed their 2018-2019 goals as determined by the Department Head/Manager.

BE FURTHER RESOLVED that the transfer of \$50,000 from each of the following accounts 100-2201-522.11-01 and 100-4201-535.11-01 to 100-5216-517.14-09 is hereby approved.

BE IT FURTHER RESOLVED that City Officers are authorized and directed to take appropriate action to implement said actions.

ADOPTED AS AMENDED

8/6/2019

APPROVED AS AMENDED

8/9/19

Steven A. Braatz, Jr., City Clerk

Dan Devine, Mayor