



AGENDA

LITTLE CHUTE SPECIAL BOARD MEETING

PLACE: Little Chute Village Hall—Village Board Room

DATE: July 27, 2022

TIME: 6:00 p.m.

- A. Call to Order
- B. Roll Call
- C. Public Appearance for Items Not on the Agenda

1. Closed Session:
19.85(1)(c) Consideration of Employment, Promotion, or Performance Evaluation Data of any Public Employee of the Village of Little Chute. *Wage and Compensation Discussion*
2. Return to Open Session
3. Discussion/Action—Wage and Compensation Study Recommendation
4. Closed Session:
19.85(1)(g) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. *Project Update*
5. Return to Open Session
6. Unfinished Business
7. Items for Future Agendas
8. Adjournment



Item For Consideration

For Board Review On: July 27th, 2022

Agenda Item Topic: Wage and Comp. Recommendation

Prepared On: July 21st, 2022

Prepared By: Admin. Bernhoft

Report: Our organization began work with Carlson Dettmann Consulting in October 2021 to provide the Village Board with a Wage and Compensation Study as well as a recommendation for implementation in the 2023 annual budget. Below is our recommendation for implementation of the updated wage structure for the organization. Organizational leadership reviewed the data to provide what we feel is a balanced, disciplined and effective wage recommendation to stay competitive within the comparable market. Our recommendation is an implementation of the 50th/75th percentile steps that provide employees with a 3% increase and a minimum step 6 placement for 12 years of experience in the position.

In summary, the results of the study found that many positions in our organization were behind the market data provided by the consultant. This process was an opportunity to refresh the bulk of our existing job descriptions and create new ones based on recent positions or changes in the duties.

Fiscal Impact: Please review the attached document for fiscal analysis.

Recommendation/Board Action: Staff is recommending the implementation of the proposed wage scale to be effective 1/01/2023.

Respectfully Submitted,

Beau Bernhoft, Village Administrator

RECOMMENDATION

50th/75th Percentile Market Placement	Wage Cost of Implementation (Range Estimate)	Annualized Cost w/ Rollups (Range Estimate)	Year 2 Range Estimate	Year 3 Range Estimate	Year 4 Range Estimate	Year 5 Range Estimate
Step of new structure that provides at least a 3.00% increase	\$195,000 to \$205,000	\$225,000 to \$235,000	\$160,000 to \$170,000	\$175,000 to \$185,000	\$170,000 to \$180,000	\$170,000 to \$180,000
COMBINATION of step that provides at least a step 6 placement (100% market) if employee has at least 12 years experience in current position and does provide the minimum 3.00% increase	\$245,000 to \$255,000	\$285,000 to \$295,000	\$165,000 to \$175,000	\$175,000 to \$185,000	\$170,000 to \$180,000	\$170,000 to \$180,000