

PERSONNEL COMMITTEE AGENDA  
Monday, March 13, 2017 – 6:00 p.m.  
Lincoln Center – 1519 Water Street  
[A quorum of the City Council may attend this meeting]

Discussion and possible action on:

1. Request to hire Assistant Police Chief above Step 3 on the Pay Matrix.
2. Adjournment.

Any person who has special needs while attending this meeting or needs agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, or by mail at 1515 Strongs Avenue, Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00 p.m.



**Stevens Point Police Department**

1515 Strongs Avenue  
Stevens Point, WI 54481  
Phone 715-346-1500  
Fax 715-346-1684

*"Innovative Policing  
through Partnerships  
with the Community"*



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*Martin E. Skibba, Chief of Police*

TO: Lisa Jakusz

FROM: Gary Wescott  
President  
Police and Fire Commission



DATE: February 27, 2017

RE: Assistant Chief Mike Rottier Starting Salary

Please start Assistant Chief Mike Rottier's salary at Grade S, Step 5. By starting at this grade and step, this will bring him in line with City Policy 2.06, Item 4.

If you have any questions, please feel free to contact me.

City of Stevens Point  
1515 Strongs Avenue  
Stevens Point, WI 54481-3594



**Corey D. Ladick**  
**Comptroller-Treasurer**

Phone: 715-346-1574  
Fax: 715-346-1683

March 8, 2017

To: Personnel Committee, Common Council

Re: Step Placement for New Assistant Chief in Police Dept.

There was a recent promotion to Assistant Chief in the Police Department, which brings up the topic of a starting step (starting salary) in the pay plan.

You may remember that back in January, we had a similar discussion about the placement of a new Assistant Chief in the Fire Department, which resulted in a placement at step 5 in grade S of the current pay plan.

The calculation that we used was based on the current salary of the employee, plus two-thirds of eligible holiday pay (which can either be cashed out or taken in time off). Per City policy, we then added 5% and went to the next step that provided an increase, which resulted in step 5 for the Assistant Chief in the Fire Department.

If I use the same formula for this position, it comes out as follows:

69,690.60	
<u>+1842.78</u>	(2764.17 Holiday*.66667)
71,533.38	
<u>    *1.05</u>	
75,110.05	

The next step that would give an increase in grade S would be step 3, for a salary of \$76,960. Step 5 is \$81,266 so this represents a fairly significant concession, but there is a need for internal equity and consistency with the recent Fire Dept. promotion, and there has also been a long-running concern about salary compression related to the Assistant Chief positions in both departments, so I recommend approval of placement at step 5 in grade S of the current pay plan.