CITY OF LAKE GENEVA SPECIAL COMMON COUNCIL MINUTES
WEDNESDAY, AUGUST 17, 2022 - 6:00 PM
LAKE GENEVA CITY HALL; COUNCIL CHAMBERS (MAIN LEVEL)

Members: Mayor Charlene Klein, Council President, Rich Hedlund, Council Vice President, John Halverson, Alderpersons: Tim Dunn, Mary Jo Fesenmaier, Ken Howell, Shari Straube, Cindy Yager, and Joan Yunker

Mayor Klein call the meeting to order
Mayor Klein called the meeting to order at 6:00 p.m.

Pledge of Allegiance – Alderperson Yunker
Alderperson Yunker led the Council in the Pledge of Allegiance.

Roll Call
Present: Dunn, Fesenmaier, Halverson, Hedlund, Yager, and Yunker
Absent: Howell and Straube

Comments from the public as allowed by Wis. Stats. §19.84(2), limited to items on this agenda, except for public hearing items. Comments will be limited to 5 minutes
Tom Earle; Director of Public Works; Thanked the Council for approving and conducting the Wage Study. He noted that it was very much needed to retain current employees and to attract new ones.

Acknowledgement of Correspondence
None

Presentation/ Discussion/ Possible Action regarding the City of Lake Geneva Wage/ Compensation Study and Classification Study Executive Report
Victoria McGrath, from McGrath Human Resources INC, addressed the Council regarding the Wage and Compensation Study. She gave an overview of the methodology and collection of wage data from comparable communities. She added that entities in the private sector were reviewed to an extent. The findings of the study showed that the City's current wage schedule is severely under the current market values. The study showed that 73% of the positions hired at the current starting wage are out of the market range, making the City's wages noncompetitive. The study showed that 85% of employees do not reach the mid-point within the desired 3-5 year timeline, and that the current mid-point is outside of the market.
She explained that the scale would allow for steps based on various parameters that the City would need to determine and could be based on performance. She added that step five of the scale is reflective of the average market rate and that would be the goal after five years. The recommendation was made to increase the entire schedule by an average of the Consumer Price Index, or as the budget will allow, to stay in line with the market.

The study not only looked at surrounding, comparable communities, but it looked at the positions within the organization and compression. Finally, the study needs to place people on the scale without a decrease; this means that most employees will start at Step 1, but there are some that will start higher. The current schedule is calculated for 2022 and if the City wants to wait until 2023 to implement it, the scale would have to be increased by 2% or 3%.
The recommendation was made that the non-union positions should be treated as those through the union. It was also recommended that in three to five years, that the market be reviewed again to make sure the numbers stay current.

Adjournment