

**AGENDA FOR SPECIAL COMMON COUNCIL MEETING  
SUPERIOR, WISCONSIN  
Tuesday, July 22, 2014  
4:00 p.m. - Government Center, Board Room 201**

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

A Special meeting of the Common Council was called to consider the following:

1. Provide direction to Carlson-Dettmann Consulting for completing the Classification and Compensation study.

If you would like to speak before the Council, please sign your name on the sign-up sheet prior to the Council meeting. Due to requirements of the Wisconsin Open Meetings laws, only matters placed on this agenda may be approved by the Council at this meeting, however, citizens may address the Council regarding items which require no action. No personal attacks on individuals will be allowed, and all comments by members of the public shall be limited to three (3) minutes in length.

Citizens should contact the Mayor, a Councilor, or the City Clerk to have a matter placed on a future Council agenda for consideration.

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*Pursuant to the Americans with Disabilities Act of 1990, if you are in need of an accommodation to participate in the public meeting process, please contact the City Clerk's Office at (715) 395-7200 prior to the scheduled meeting. The City will attempt to accommodate any request depending on the amount of notice received. TDD (715) 395-7521.*  
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**In compliance with Wisconsin Open Meetings Law, this agenda was:**

Posted: Government Center, Court House, & Public Library,

Faxed to: Daily Telegram, Public Library, July 17, 2014



July 16, 2014

**MEMORANDUM**

**TO:** Cammi Koneczny

**FR:** Charlie Carlson

**RE:** July 22 Council Discussion

We are scheduled to meet with the City Council next week to begin our conversation around the following policy issues:

1. What markets are we to use in making pay comparisons?
2. What position does the City wish to take in those markets?
3. What type of pay structure/delivery system(s) would the City like to consider?

The decision item for Tuesday’s meeting is the answer to question #1. You have indicated that the traditional public sector organizations used for both bargaining and management pay analysis have been:

**Superior's Comparable Cities\* - 2013 Data**

	<u>Population</u>
Beloit	36,967
Eau Claire	65,887
Fond du Lac	43,021
La Crosse	57,323
Manitowoc	33,743
Marshfield	19,118
Sheboygan	49,288
Stevens Point	26,717
Wausau	39,114
Average	41,242
Superior	27,244
Douglas County	43,785

\*The listing of comparable cities resulted from a police union interest arbitration. I believe from the 80's. They have been used since for all City positions.

Charles E. Carlson  
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When we survey, we select a set of benchmark jobs that are representative of the client’s job classification. In the case of the City of Superior, we’d like to strive for benchmarks on 60% of the job classifications (55 titles). Target sample size in survey work is significant because it is unlikely we will find matches for our benchmark jobs from all of the organizations selected for surveying. My opinion is that the list of nine communities above, plus Douglas County, is not sufficient, and we suggest considering a longer list of the following 18 Wisconsin communities. In addition to population, I have included data for adjusted gross Income per tax return and equalized valuation per capita.

<b>Possible Comparables</b>	<b>Population</b>	<b>AGI/Return</b>	<b>EV/Cap</b>
OSHKOSH	66,325	\$41,370	\$56,730
EAU CLAIRE	66,170	\$42,600	\$63,831
JANESVILLE	63,480	\$44,260	\$61,369
LA CROSSE	51,590	\$42,120	\$60,499
SHEBOYGAN	49,110	\$39,700	\$50,426
FOND DU LAC	43,100	\$43,370	\$59,474
WAUSAU	39,160	\$41,620	\$65,228
BELOIT	36,850	\$32,310	\$40,922
MANITOWOC	33,750	\$42,680	\$56,723
WEST BEND	31,380	\$48,360	\$76,876
SUN PRAIRIE	29,840	\$55,800	\$78,882
STEVENS POINT	27,129	\$38,930	\$54,871
NEENAH	25,723	\$57,680	\$71,553
FITCHBURG	25,246	\$68,780	\$96,931
DE PERE	23,944	\$68,910	\$72,400
WATERTOWN	23,891	\$39,920	\$52,826
MARSHFIELD	19,061	\$47,340	\$71,628
WISCONSIN RAPIDS	18,343	\$33,790	\$55,515
AVERAGE	37,450	\$46,086	\$63,705
SUPERIOR	27,146	\$37,220	\$58,318

You will note that the list does not include 15 communities in southeastern Wisconsin of reasonably similar population size because they tend to be influenced so greatly by Milwaukee area economic factors.

In addition to surveying these communities, I recommend we include public sector data from Douglas County (as the City has traditionally), the local school district, Indianhead Technical College, University of Wisconsin-Superior, and St. Louis County and the City of Duluth.

Private sector data will be drawn from the Bureau of Labor Statistics for the City’s region, primarily for non-exempt and professional level positions, and Towers Watson (for management level job matches).

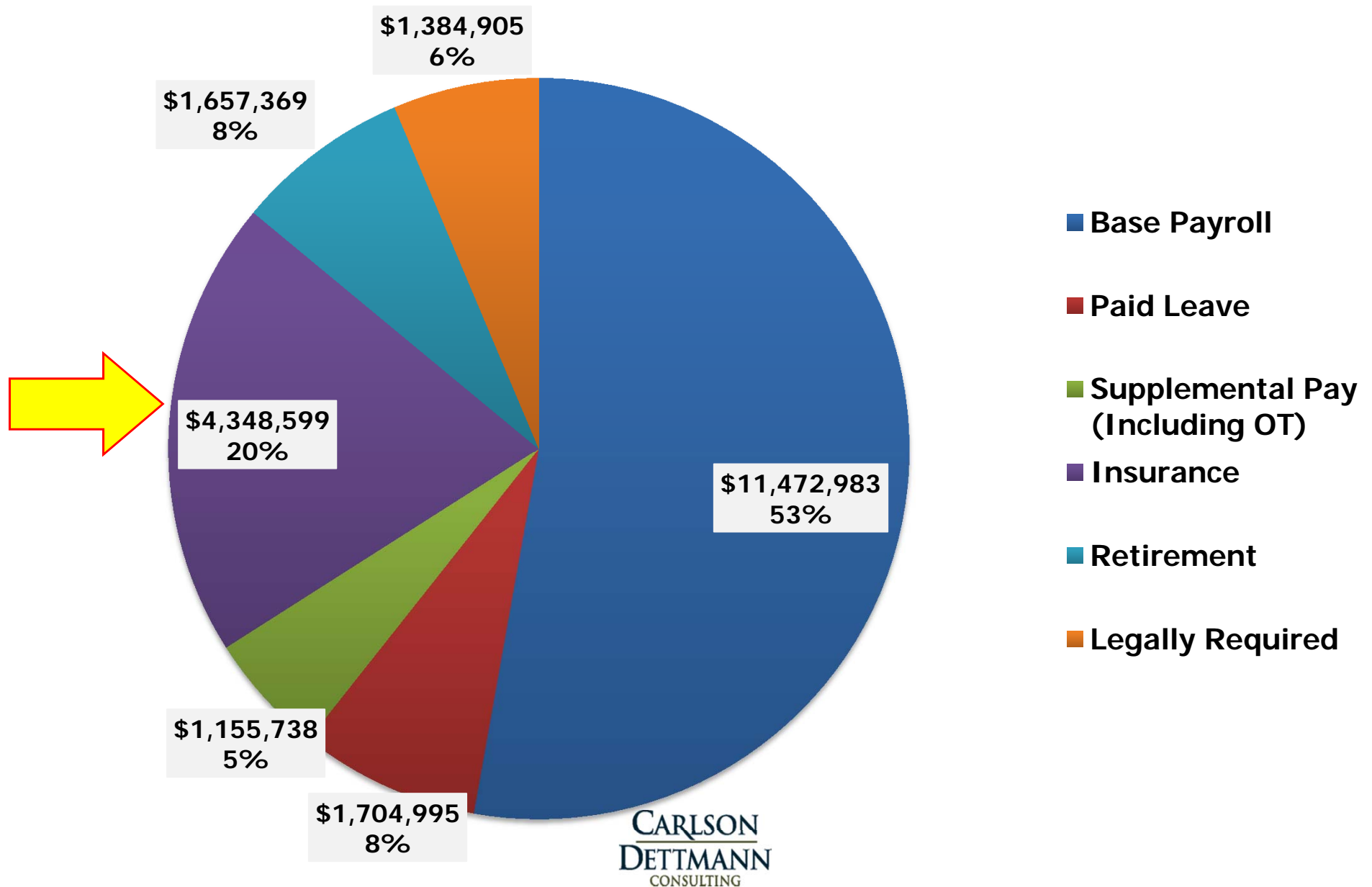
Please also provide the Council with the attached data on the City’s total compensation costs so we can begin a discussion of the significance of these expenses on the Council’s strategic intent for the compensation plan.

**Charles E. Carlson**  
charles.carlson@carlsondettmann.com  
608.239.7991

# Total Compensation (City of Superior)

## Total Amount

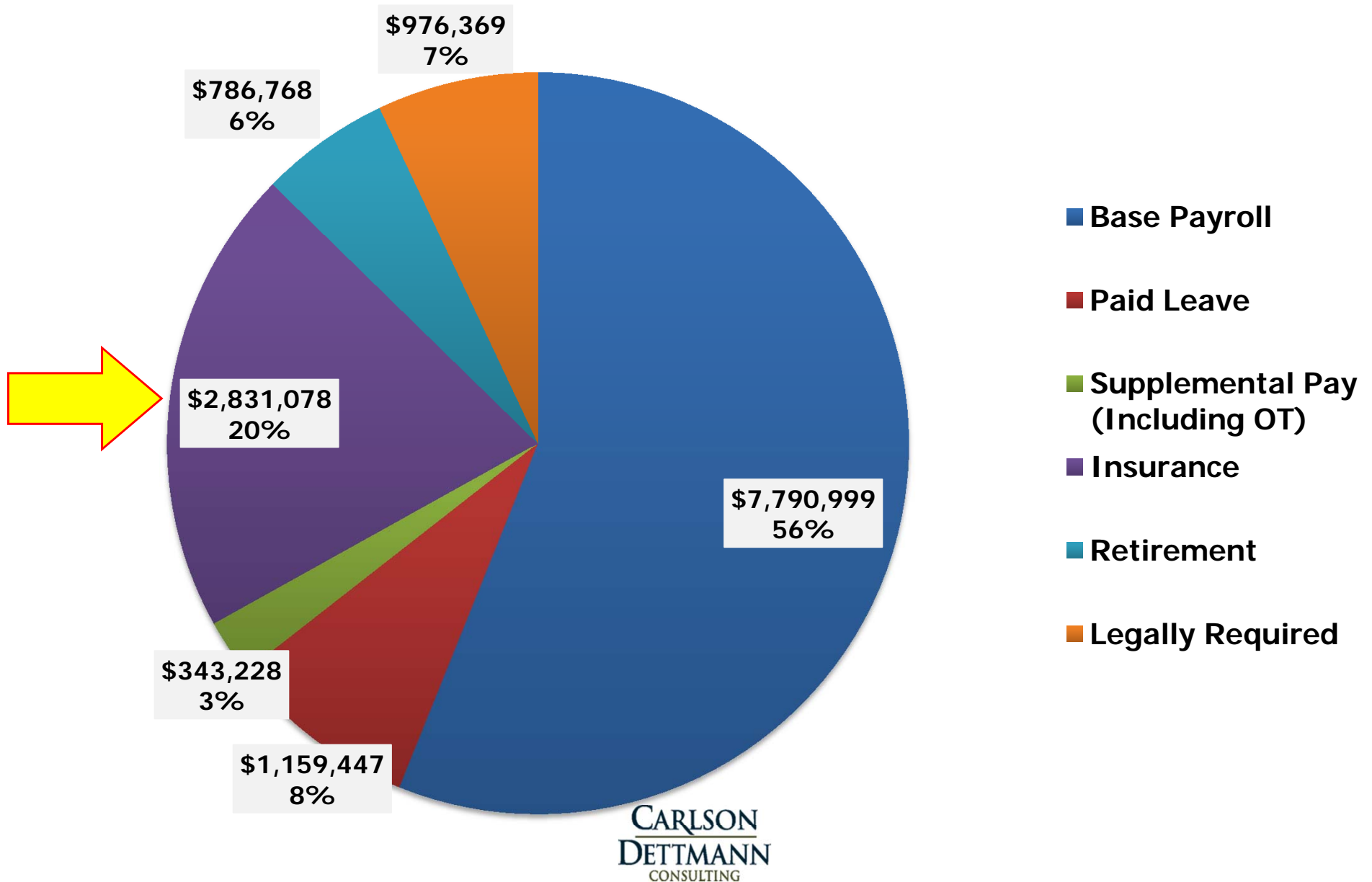
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# Total Compensation (City of Superior)

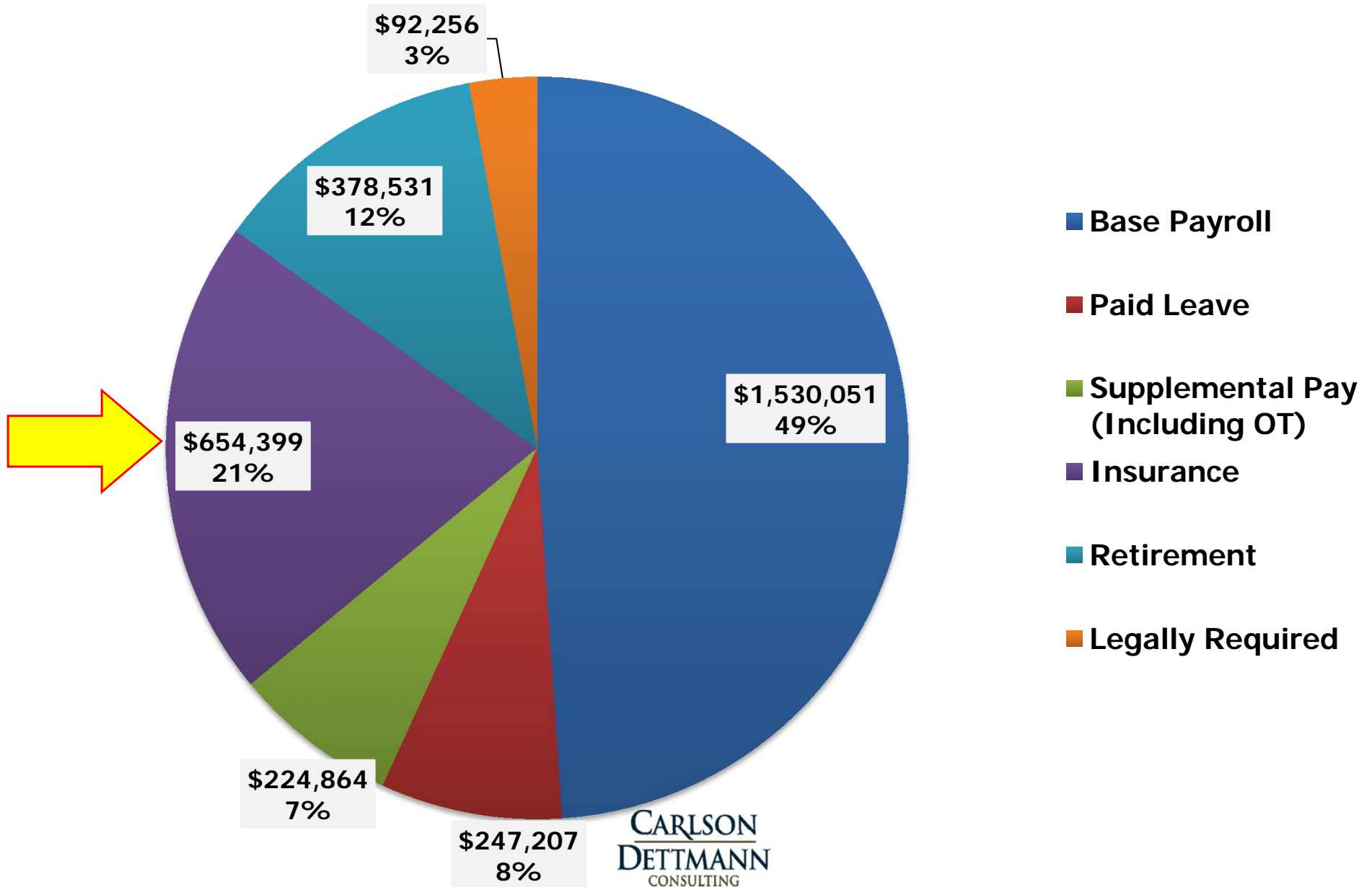
## Non-Union

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# Total Compensation (City of Superior)

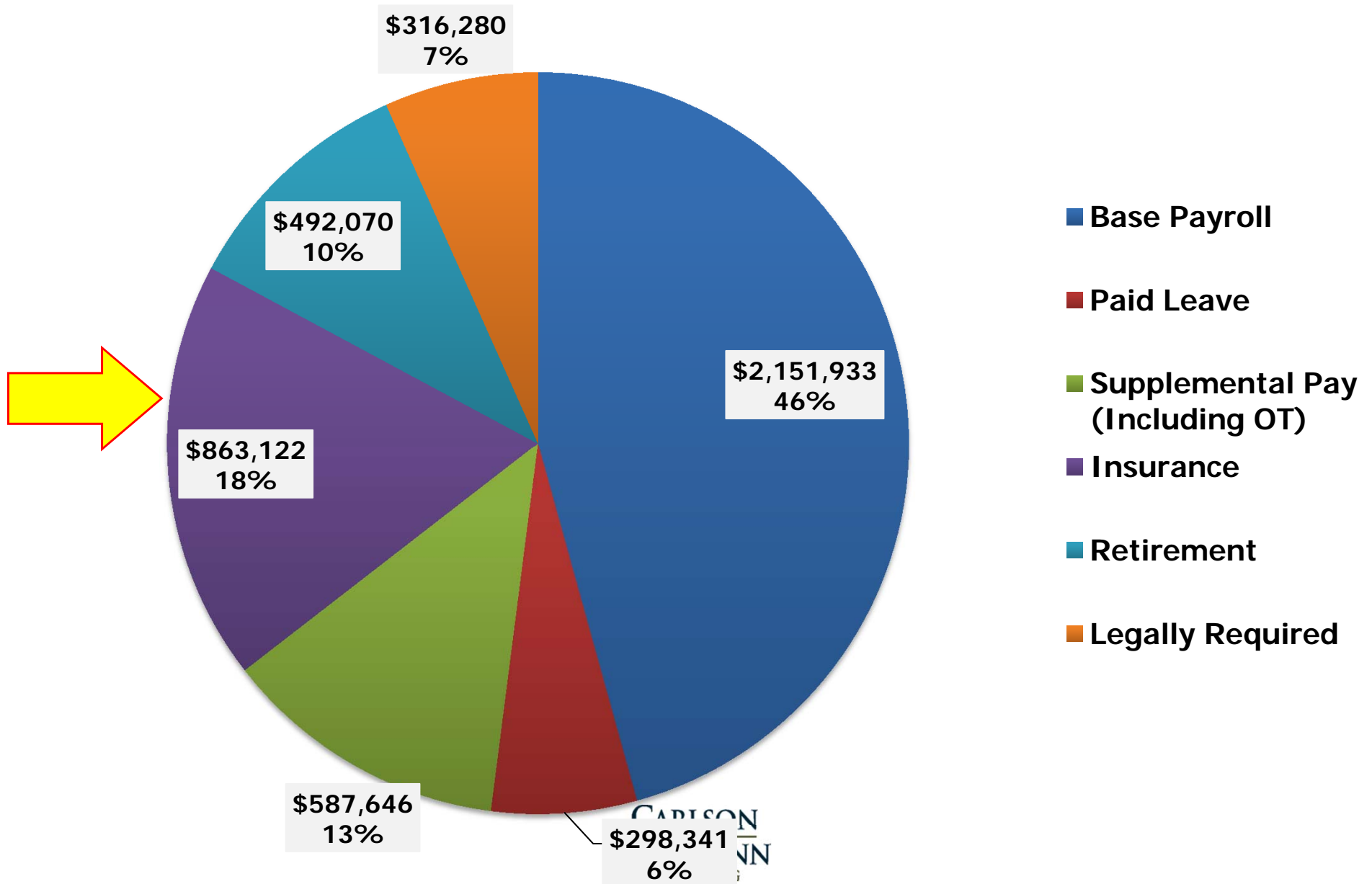
## Fire

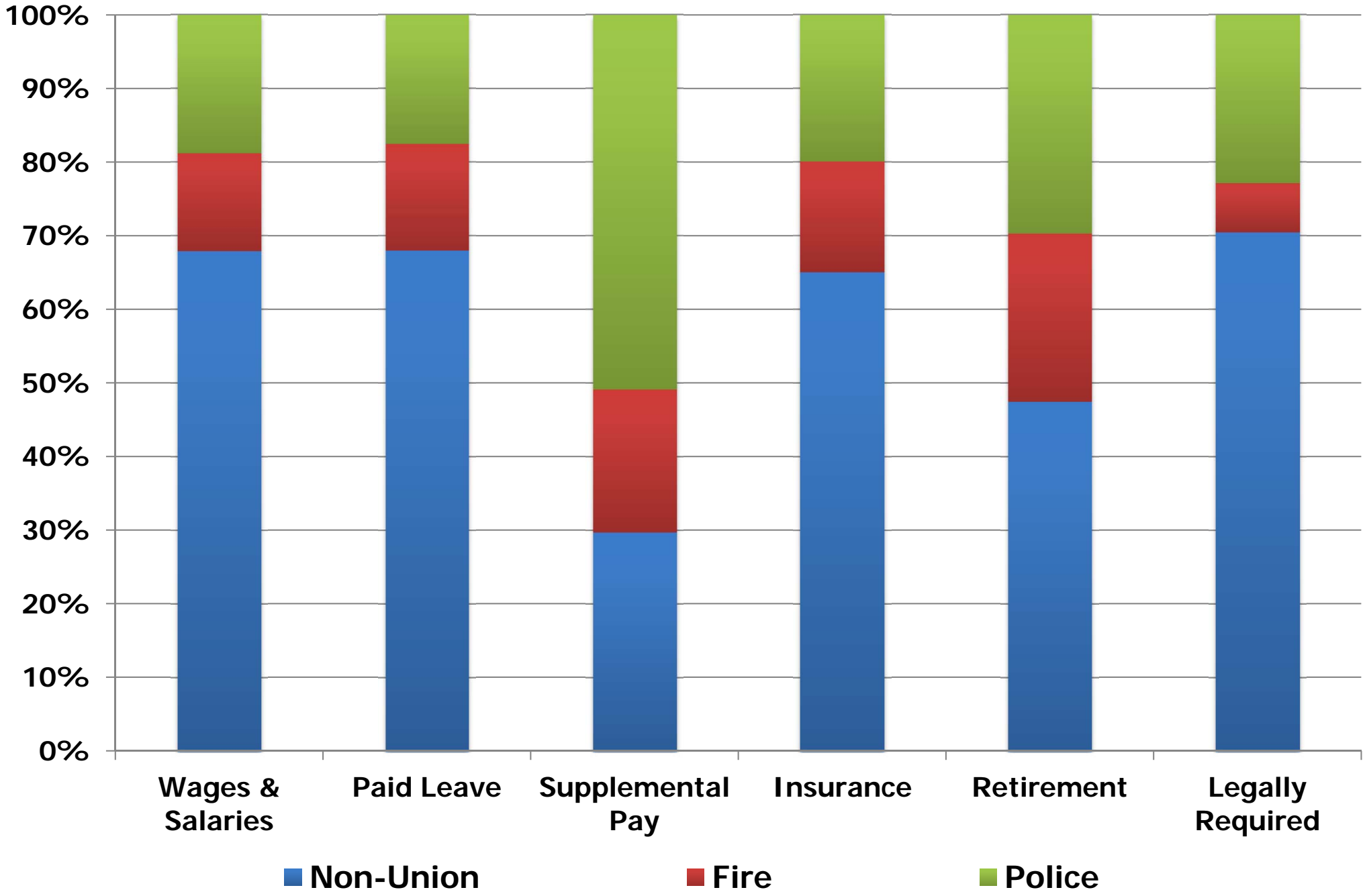


# Total Compensation (City of Superior)

## Police

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# Total Compensation: Comparison

	City of Superior (Total)	Non-Union	Fire	Police	State & Local Gov't	Private Industry (Midwest)
<b>Wages &amp; Salaries</b>	<b>52.8%</b>	<b>56.1%</b>	<b>48.9%</b>	<b>45.7%</b>	<b>64.4%</b>	<b>69.6%</b>
<b>Benefits</b>	<b>47.2%</b>	<b>43.9%</b>	<b>51.1%</b>	<b>54.3%</b>	<b>35.6%</b>	<b>30.4%</b>
Paid Leave	7.8%	8.3%	7.9%	6.3%	7.3%	6.7%
Supplemental Pay	5.3%	2.5%	7.2%	12.5%	0.8%	2.6%
Insurance	20.0%	20.4%	20.9%	18.3%	12.1%	9.0%
Retirement	7.6%	5.7%	12.1%	10.4%	9.3%	3.8%
Legally Required	6.4%	7.0%	3.0%	6.7%	6.0%	8.2%

**Sources:** City of Superior Payroll Data;  
BLS Employer Costs for Employee Compensation (Dec. 2013)

# City of Superior Health Insurance (2013) \*

## Non-Union & Fire

PPO Plan	Family Premium	Employer %	Employer Cost	Employee Cost
Kaiser Avg. (200+ Employees)	\$16,860	73%	\$12,312	\$4,548
Kaiser Avg. (Midwest)	\$16,656	71%	\$11,820	\$4,836
Kaiser Avg. (State/Local Gov't)	\$15,792	73%	\$11,532	\$4,260
<b>City of Superior *</b>	<b>\$27,504</b>	<b>87.4%</b>	<b>\$24,039</b>	<b>\$3,465</b>

PPO Plan	Single Premium	Employer %	Employer Cost	Employee Cost
Kaiser Avg. (200+ Employees)	\$6,108	81%	\$4,944	\$1,164
Kaiser Avg. (Midwest)	\$5,928	79%	\$4,680	\$1,248
Kaiser Avg. (State/Local Gov't)	\$6,204	88%	\$5,460	\$744
<b>City of Superior</b>	<b>\$8,580</b>	<b>87.4%</b>	<b>\$7,499</b>	<b>\$1,081</b>

PPO Plan	Employee + 1 Premium	Employer %	Employer Cost	Employee Cost
<b>* City of Superior</b>	<b>\$17,916</b>	<b>87.4%</b>	<b>\$15,659</b>	<b>\$2,257</b>

**Employee + 1 Plan Tends to Skew the Family Premium Upward**

# City of Superior Health Insurance (2013) \*

## Police Union & Non-Union Sergeants

PPO Plan	Family Premium	Employer %	Employer Cost	Employee Cost
Kaiser Avg. (200+ Employees)	\$16,860	73%	\$12,312	\$4,548
Kaiser Avg. (Midwest)	\$16,656	71%	\$11,820	\$4,836
Kaiser Avg. (State/Local Gov't)	\$15,792	73%	\$11,532	\$4,260
<b>City of Superior *</b>	<b>\$27,504</b>	<b>90%</b>	<b>\$24,754</b>	<b>\$2,750</b>

PPO Plan	Single Premium	Employer %	Employer Cost	Employee Cost
Kaiser Avg. (200+ Employees)	\$6,108	81%	\$4,944	\$1,164
Kaiser Avg. (Midwest)	\$5,928	79%	\$4,680	\$1,248
Kaiser Avg. (State/Local Gov't)	\$6,204	88%	\$5,460	\$744
<b>City of Superior</b>	<b>\$8,580</b>	<b>90%</b>	<b>\$7,722</b>	<b>\$858</b>

PPO Plan	Employee + 1 Premium	Employer %	Employer Cost	Employee Cost
<b>* City of Superior</b>	<b>\$17,916</b>	<b>90%</b>	<b>\$16,124</b>	<b>\$1,792</b>

**Employee + 1 Plan Tends to Skew the Family Premium Upward**

# Age Profile

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Grouping	Number	Percent of Whole	Cummulative Percent
Age 60 or Older	33	17.6%	17.6%
Age 55 to Age 60	28	15.0%	32.6%
Age 50 to Age 55	23	12.3%	44.9%
Age 45 to Age 50	35	18.7%	63.6%
Age 40 to Age 45	27	14.4%	78.1%
Age 40 or Less	41	21.9%	100.0%

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**Total**

**187**

**100%**

# Experience Profile

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Grouping	Number	Percent of Whole	Cummulative Percent
Greater than 30 Years of Service	13	7.0%	7.0%
25 Years to 30 Years	7	3.7%	10.7%
20 Years to 25 Years	29	15.5%	26.2%
15 Years to 20 Years	32	17.1%	43.3%
10 Years to 15 Years	30	16.0%	59.4%
5 Years to 10 Years	36	19.3%	78.6%
Less than 5 Years of Service	40	21.4%	100.0%
<b>Total</b>	<b>187</b>	<b>100%</b>	