



WEST DES MOINES WATER WORKS BOARD OF TRUSTEES MEETING COMMUNICATION

ITEM:**DATE:** January 7, 2019

5. Recommendations from Committees
 - c. Personnel and Compensation Committee
 1. Motion – Ratifying Correction to Employee Compensation Schedule

FINANCIAL IMPACT:

An adjustment to the 2019 salary for one employee of \$2,067 to correct an inaccuracy in the compensation schedule.

SUMMARY:

On December 17, 2018 the Board was presented a 2019 Employee Compensation Schedule for approval which increased ATB salaries by the bargained 2.75% COLA and 1.5%. Subsequent to the approval of the schedule it was noticed that one employee had obtained additional licensing in 2018 and had received the corresponding pay adjustment of \$1/hour in salary. The salary adjustment for 2019 did not include this additional hourly pay adjustment. The compensation schedule needs to be updated to reflect the additional pay for Justin McKeever as a result of additional licensing obtained in 2018. All other portions of the approved Resolution and pay schedules remain the same.

BACKGROUND:

West Des Moines Water Works annually approves an employee salary schedule for bargaining and non-bargaining employees. The Board approved the 2019 salary schedule at the regular meeting held on December 17, 2018.

RECOMMENDED ACTION BY THE BOARD OF TRUSTEES:

That the motion entitled "Ratifying Correction to Employee Compensation Schedule" be approved.

Prepared by: _____

Approved for Content by: _____