

TO: Personnel Board

FROM: Mike Lipski
Compensation and Benefits Manager

DATE: March 22, 2010

RE: New Compensation Group for employees represented by IATSE

The City has entered into a collective bargaining agreement with International Alliance of Theatrical State Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, its Territories and Canada, Local 251, (IATSE Local 251), representing stagehand employees at the Overture Center and Monona Terrace Convention Center. The stagehands perform work as

...audio visual technicians, stage carpenters, stage electricians, property personnel, wardrobe attendants, riggers, fly men/women, moving picture or video operators, camerapersons and technicians, spot light operators, studio mechanics, sound technicians, truck loaders and unloaders, and set up/tear down personnel for theatrical performances, meetings, conferences, and consumer shows held at Monona Terrace or the Overture Center.

The class specification for Stagehand is attached. The stagehands are considered hourly employees and the rates of pay are established according to the type of work they perform on a call. The salary schedule is attached to the resolution and shown below. Stagehand employees traditionally have been a part of CG19. However, now that they are considered employees of the City, and because the City's compensation groups have traditionally been established according to union affiliation/bargaining unit, it is appropriate to create a new compensation group for the stagehand employees. I am therefore recommending creation of Compensation Group 28 for the stagehand employees with the hourly rates as described in the attached resolution, pursuant to the negotiated collective bargaining agreement.

The necessary resolution to implement this recommendation has been drafted.

Editor's Note:

Hourly Wage Rates:

Title	1/1/08	12/13/09	1/1/10	1/1/11
Hand	\$17.16	\$17.59	\$17.59	\$17.59
Head	\$18.92	\$19.39	\$19.39	\$19.39
Steward	\$20.47	\$20.98	\$20.98	\$20.98
Rigger	\$21.32	\$21.85	\$21.85	\$21.85
Climbing	\$31.98	\$32.78	\$32.78	\$32.78
Loader	\$23.45	\$24.04	\$24.04	\$24.04
AV Tech	\$21.32	\$21.85	\$21.85	\$21.85
Pusher	\$12.00	\$12.30	\$12.30	\$12.30

Performance

Title	1/1/08	12/13/09	1/1/10	1/1/11
Show Key	\$29.32	\$30.05	\$30.05	\$30.05
Show Hand	\$25.77	\$26.41	\$26.41	\$26.41

cc: Steve Schroeder-Overture Technical Supervisor
Jeff Griffith-Building Maintenance Supervisor (Monona Terrace)
Mike Dieters-Labor Relations Manager
Pat Skaleski-Accountant 4 (Payroll Supervisor)