

TO: Personnel Board  
FROM: Mike Lipski  
Compensation and Benefits Manager  
DATE: March 4, 2011  
RE: New Compensation Group for Library Pages represented by AFSCME

The City has entered into a collective bargaining agreement with AFSCME Local 60, representing hourly Library Page employees at the library. The Library Pages are considered hourly employees and have an established hourly rate of pay of \$11.66. Library Pages traditionally have been a part of CG17, the non-represented hourly compensation group. However, now that they are represented by AFSCME, 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 Library Page employees. I am therefore recommending creation of Compensation Group 31 for the Library Page employees with the hourly rate 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:

<b>CLASSIFICATION</b>	<b>11/09/2010</b>	<b>12/11/2011</b>	<b>12/09/2012</b>
LIBRARY PAGE 1	\$11.66	\$12.01	\$12.25
LIBRARY PAGE 2	\$11.66	\$12.01	\$12.25

cc: Barb Dimick-Library Director  
Greg Leifer-Labor Relations Manager  
Pat Skaleski-Accountant 4 (Payroll Supervisor)