



**To:** City of Madison Personnel Board

**From:** Madison Professional and Supervisory Employees Associations (MPSEA)

**Re:** Retroactive Pay Increase from Reclassification

SENT VIA EMAIL

September 6, 2017

Dear City of Madison Personnel Board Members,

I am writing on behalf of the MPSEA Board to express our support for the proposed change to the language in the employee work rules, highlighted in yellow below:

*Salary upon Reallocation:* When the incumbent is reallocated into the position after a reclassification, the following salary adjustments shall apply:

- i. *Salary upon reallocation to a higher classification:* The current incumbent shall be placed at the step in the salary schedule closest to the incumbent(s) salary prior to the movement, but not exceeding the maximum of the new salary range, and that, where possible, ensures at least a 5% increase in pay. The increase will be retroactive to the first pay period following receipt of the study in Human Resources. A new anniversary date shall be established and the incumbent shall move to the next highest step, where applicable, following six (6) months of service, and annually thereafter until the maximum step is reached.

MPSEA supports this proposed language change and urges you to recommend approval to the Common Council. We appreciate the willingness of HR Staff to work with us on this change to better serve our fellow employees.

Sincerely,

Dan Rolfs, MPSEA Board President

Cc: Mike Lipski  
MPSEA Board

President Dan Rolfs (Economic Development) Vice President Rick Marx (Water Utility), Treasurer Nancy Saiz (Community Development) Secretary Linda Horvath (Planning) Board Members: Eric Halverson (Traffic Engineering), Greg Fries (Engineering), Eric Pederson (Engineering), January Vang (Police), Sarah Lerner (Parks)