



Request for City Council Committee Action From the Departments of Public Works and Human Resources

Date: August 23, 2005
To: Honorable Sandra Colvin Roy, Chair Transportation & Public Works Committee
Honorable Barbara Johnson, Chair Ways & Means Budget Committee

Subject: Public Works Interagency Coordinator – Step 6 Pay Scale

Recommendation: Authorize City officials to grant up to Step 6 of the salary scale for Public Works Interagency Coordinator to Ms. Lissa Dressler

Previous Directives: None

Prepared by: Robin Harris, Director of Administrative Services

Approved by: _____
Klara A. Fabry, P.E., City Engineer, Director of Public Works

Pamela French, Director of Human Resources

Presenters: Robin Harris

Financial Impact (Check those that apply)

- No financial impact - or - Action is within current department budget.
(If checked, go directly to Background/Supporting Information)
Action will be budgeted appropriately
- Action requires an appropriation increase to the Capital Budget
- Action requires an appropriation increase to the Operating Budget
- Action provides increased revenue for appropriation increase
- Action requires use of contingency or reserves
- Other financial impact (Explain):
- Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information

Public Works interviewed candidates for the position of Public Works Interagency Coordinator. One external candidate has been selected. The candidate, Lissa Dressler, has over 15 years of experience performing many of the same responsibilities within a public sector environment. Ms. Dressler would realize a substantial reduction in pay and other benefits by accepting this position at less than Step 5. This request is to approve up to Step 6 dependent upon Public

Works' ability to offer Ms. Dressler's a higher level of vacation than the current twelve day maximum permitted under Civil Service Rules.

Human Resources will be going to the Minneapolis Civil Service Commission in September requesting approval to implement an enhanced vacation schedule process for Non-represented positions similar to what has been approved for employees in the Minneapolis Professional Employees Association and the Public Works Engineer's Association collective bargaining agreements. If approved by the Civil Service Commission, hiring managers will have the ability to negotiate and offer higher starting vacation rates for new hires.

The Public Works Interagency Coordinator position is a non-represented position. Ms. Dressler is currently earning five weeks of vacation per year. If Public Works is able to offer her additional vacation time the City will be offering her Step 5 of the salary range. If not, the City will be offering Step 6.

Public Works requests to grant up to a Step 6 salary scale as a Public Works Interagency Coordinator to Ms. Lissa Dressler.

C: Brenda Shepherd, Human Resources Generalist (Public Works)