



Department of Employee Relations

John O. Norquist  
Mayor

Jeffrey Hansen  
Director

Florence Dukes  
Deputy Director

Frank Forbes  
Labor Negotiator

Michael Brady  
Employee Benefits Manager

July 2, 2002

To The Honorable Common Council  
Committee on Finance and Personnel  
Room 205, City Hall

RE: File Number 020437

Dear Committee Members:

I cannot recommend the action requested by the Employees' Retirement System to authorize a footnote for the position of Accounting Assistant, Pay Range 445, held by Mr. Michael Simons at a rate consistent with the top step of Pay Range 460. That rate is equivalent to the highest clerical merit increment step in Pay Range 445 under a program negotiated with city unions for clerical support personnel who began their employment in 1972, or before, in specific job classifications. This program was extended to non-union clerical support personnel. Mr. Simons does not qualify for the program on either of the starting date or starting classification requirements.

While the council has previously approved red-circle rates for individuals bumped down to lower positions due to position eliminations, the Department of Employee Relations has consistently recommended against such actions. I believe that this proposed action would set a bad precedent for other situations.

Sincerely,

Jeffrey Hansen  
Director

JH/jh