



Office of the City Clerk
Jim Nelson, CMC

Step 2 Grievance
Silvis City Hall Council Chambers
121 11th Street 2:00pm

Shannon Pirmann, Jackie Macias, Alderman Bob Rockwell, Alderman Larry York, and Alderwoman Kathy Hall, Clerk Jim Nelson.

Steward Preston Smith presented wages for Pat Atkin from 2004 where she moved up two steps in her pay grade when she moved from part time to full time. Pat Atkin went from a labor grade 1 to a labor grade 2/2. With this Steward Smith then claimed that this has been past practice.

Then Steward Smith brought up the MOU with Kathleen Palmer. Alderman Rockwell noted that the MOU was a settlement of a grievance and the last paragraph clearly states that the last paragraph states the MOU with Palmer is a unique situation. Shannon Pirmann claim is the City violated Article 5 Sec.2 in accordance with past practices, she should be paid Labor Grade 3/2 \$23.98. The Committee recommended to deny the grievance.

The next grievance submitted by Shannon was a claim the City of Silvis violated Article 32 Appendix E by temporarily assigning Shannon to a Labor grade 3 position and not paying her the correct rate. Committee denied this claim as a management rights issue. The City has the right to assign duties as needed.

Jackie Macias claim the City of Silvis violated Article 32 Appendix E by temporarily assigning Jackie to a Labor grade 2 position and not paying her the correct rate. Committee denied this claim as a management rights issue. The claim was denied. The City has the right to assign duties on a temporary assignment as needed.

A handwritten signature in black ink, appearing to read "Jim Nelson".

Jim Nelson