

PERSONNEL COMMITTEE MEETING  
Monday, February 8, 2016 – 6:42 p.m.  
Lincoln Center ~ 1519 Water Street

PRESENT: Chairman Phillips; Alderpersons Mrozek, Slowinski, Patton, Oberstadt

OTHERS

PRESENT: Mayor Wiza; C/T Ladick; Attorney Beveridge; Clerk Moe;  
Alderpersons Kneebone, Doxtator, McComb, Ryan, Morrow,  
Johnson; Directors Lemke, Ostrowski, Schrader, Schatschneider;  
Chief Finn; Assistant Chief Zenner; Cathy Dugan; Deputy C/T Carrie  
Freeberg; Street Superintendent Dennis Laidlaw; David Shorr;  
Andrew Halverson; Jason Blenker; Connor Intrett; Dave Cooper;  
John Schlice; Dawn Klish; Marge Molski; Mike McHugh; Kenny Rozek;  
Kevin Ruehl; Becky Danczyk; Ben Cournoyer; Dave Worzalla; Tricia  
Church; Nate Enwald ~ PC Gazette; Human Resource Manager  
Jakusz

Chairman Phillips called the meeting to order.

1. City of Stevens Point Employee Pay Plan / Merit Pay Policy

Mayor Wiza stated that he requested this item be on the agenda to provide an overview of the City's current pay plan and how the pay plan "works". He added that the City also has an Employee Suggestions Program and that the City's Administrative Policies also contain a provision for "merit pay" that isn't added to base salary. He advised that he will be proposing a merit pay component to the City's pay plan.

He added that tonight's agenda called for "presentation and discussion" and that he'd like the discussion to be internal only.

Human Resource Manager Jakusz began the presentation indicating there is no such thing as a "perfect" pay plan. She then provided an overview of the pay plan study process, citing several handouts:

2016 Wage Listing / Pay Plan Matrix (both hourly and annual)

List of Comparable Communities Used

City of Stevens Point Classification/Compensation Study Policy Review

(dated September 30, 2013)

Job Description Questionnaire Form used in Study

Job Evaluation System Utilized

City of Stevens Point Classification/Compensation Study Findings & Recommendations (dated November 11, 2013)

Executive Summary (dated November 13, 2013)

Appeal Process / Documents

Chairman Phillips stated he was the Chair of the Personnel Committee during the process and had a role in the appeal process. As such, he welcomed other City Council members to contact him with any questions they may have.

Human Resource Manager Jakusz also invited those with questions to contact her or stop in to see her.

2. Adjournment – 7:03 p.m.