

PERSONNEL COMMITTEE MEETING
Monday, November 12, 2012 – 5:30 p.m.
Lincoln Center ~ 1519 Water Street

PRESENT: Chairperson Moore; Alderpersons Slowinski, O'Meara, Patton, Phillips

OTHERS

PRESENT: Mayor Halverson; C/T Schlice; Clerk Moe; Attorney Molepske; Alderpersons M. Stroik, Wiza, Trzebiatowski, Beveridge; Directors Schatschneider, Lemke, Ostrowski, Schrader; Assistant Chief Zenner; Assessor Siebers; Carrie Freeberg; Corey Ladick; Steven Lindsley; David Glodowski; Scott Grotto; Andrew Hanneman; Mitchell Fox; Assistant to the Mayor Pazdernik; Reid Rocheleau; Human Resource Manager Jakusz

Chairman Moore called the meeting to order.

1. Motion by O'Meara, second by Phillips to adjourn into closed session (5:31 p.m.) pursuant to Wisconsin State Statute 19.85(1)(e) [conducting other specified public business, whenever competitive or bargaining reasons require a closed session] to discuss bargaining with City employees.
Roll Call: Moore, Phillips, O'Meara, Patton, Slowinski
2. Motion by Phillips, second by Patton to reconvene into open session (5:52 p.m.).
Roll Call: Moore, Phillips, O'Meara, Patton, Slowinski
3. Discussion and possible action on amendment to the City's Health Insurance Plan
Motion by Slowinski, second by Phillips, to approve the amendment to the City's Health Insurance Plan. Ayes all; nays none. Motion carried.
4. Discussion and possible action on an amendment to the City's Section 125 Plan
Motion by Patton, second by Moore, to approve the amendment to the City's Section 125 Plan. Ayes all; nays none. Motion carried.

5. Discussion and possible action on establishing salaries for the City Attorney, Comptroller/Treasurer and City Clerk for the 2013 – 2017 Term of Office

Motion by O'Meara, second by Phillips to approve the salaries for the 2013 term of office for the City Attorney, Comptroller/Treasurer and City Clerk as identified in Mayor Halverson's cover memo. Discussion ensued.

Alderman Phillips asked if the salary had to be set for the entire term of office. His concern is over the current economic condition and the unknown economic condition over the next four years. Mayor Halverson replied that the salaries for the four years have to be enumerated prior to potential candidates taking out nomination papers.

Alderman O'Meara indicated that he likes that an increase was included for each year during the term of office and he understands that the City can't change compensation mid-term. He stated his opinion that it is pessimistic to say the bottom of the economy is falling out; economic indicators are that the economy is going in the right direction.

Mayor Halverson stated that when the management pay plan study was conducted in 2007, these positions were included in the study; he has since changed his mind and attitude regarding these positions. He indicated that we are sometimes pre-programmed to look at the incumbents rather than the position. He added that moving the positions to Step 1 of the respective grades they are in would provide grossly low salaries for these positions.

He further recognized that there is a cut in pay based on current salary for both the City Attorney and the City Clerk. He stated that he didn't discuss his recommendation with the employees involved; instead he tried to focus on the office and not the incumbents.

Alderman Wiza asked questions related to the current management pay plan and when the City Clerk and City Attorney would next be eligible for step movement. It was stated that the City Attorney, based on his current step placement is not eligible for step movement until 2014; the City Clerk would be eligible for step movement in 2013 and that would increase his pay approximately \$1,500.00.

Alderman Wiza raised question over the validity of the management pay plan. Mayor Halverson replied that the current plan provides a guide for

professional pay grade that allows employees to ascend through the plan. He stated that he does not feel it is appropriate for elected officials to receive credit for "time served" in the form of the current management pay plan. He also indicated that any management pay plan should be reviewed for integrity, placement of positions, etc. periodically, however the cost associated at this point in time with this sort of review has hampered that process taking place.

Reid Rocheleau stated that he feels the management pay plan should be scrapped totally. He voiced his opinion that we need to make this a meaningful election or the council will have failed. He further stated his opinion that the Mayor's proposal is flawed; he stated that the City Attorney would make less, the Comptroller/Treasurer would make less and the City Clerk's pay is increasing. He suggests checking with other cities; not just those neighboring Stevens Point. He suggests having job descriptions and listing amenities for each position. He suggested the City "run up" the pay for the Attorney position to \$100,000 and the Comptroller/Treasurer position to \$80,000. He also suggests eliminating the requirement to reside in the City of Stevens Point.

Chairperson Moore stated that the action taken this evening by the Personnel Committee has to be approved by the City Council next Monday.

Alderman Phillips stated his belief that the incumbents would have quit if they were dissatisfied.

Action on motion; ayes all, nays none. Motion carried.

6. Adjournment ~ 6:16 p.m.