

PERSONNEL COMMITTEE MEETING
Monday, October 14, 2013 – 8:48 p.m.
Lincoln Center ~ 1519 Water Street

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

OTHERS

PRESENT: Mayor Halverson; C/T Ladick; Clerk Moe; Attorney Beveridge;
Alderpersons Suomi, M. Stroik; Directors Ostrowski, Schrader,
Lemke, McGinty, Schatschneider; Chief Ruder; Chief Kujawa;
Assistant Chief Skibba; Assistant Chief Zenner; Police & Fire
Commission President Schleih; Assistant Superintendent of Streets
Laidlaw; City Forester Ernster; Clifford Bembeneck; Steve Plaski;
Steve Louis; Ernie Quesada; Kenny Rozek; Dale Schulfer; Rick Zinda;
Tim Krutza; Roger Skrzeczkoski ; Barb Jacob; Mary Ann Laszewski;
Charlie Carlson (via speaker phone); Mayoral Assistant Pazdernik;
Human Resource Manager Jakusz; Nate Enwald, Portage County
Gazette; Brandi Makuski ~ SPCT

Chairman O’Meara called the meeting to order.

1. Discussion and possible action on Mileage Reimbursement amount.

The memo from Comptroller/Treasurer Ladick that was included in the packet was referenced. Comptroller/Treasurer Ladick summarized his cover memo. He stated that based on those he surveyed; only the State of Wisconsin is lower than the IRS rate. His recommendation is to increase the mileage rate from .375 per mile to .50 per mile to get us in the ball park.

Alderman Patton moved to increase the mileage reimbursement rate to .50 per mile; Alderman O’Meara seconded.

Slowinski questioned why we aren’t going with the IRS Rate? Discussion ensued.

Alderman Patton withdrew his initial motion; Alderman O’Meara withdrew his second.

Alderman O’Meara moved to approve increasing the mile reimbursement rate to .565 (IRS); Alderman Slowinski seconded.

On a vote of 4 – 1 (Phillips dissenting) the motion was carried.

2. Discussion and possible action on Comparables for pay plan study.

Human Resource Manager stated that in response to a question posed by one of the Alderman, the following positions have private sector comparables, per Charlie Carlson: Custodian, Parks Maintenance Worker, Streets Maintenance Worker/Equipment Operator, Account Clerk (intermediate), Heavy Equipment Operator, Secretary/Administrative Assistant (Intermediate), Mechanic Public Works/Highway/Streets, Administrative Assistant, Paralegal, Civil Engineering Technician Journey, Building Inspector (Journey Level), Accountant, Information Services Network Administrator, Human Resources/Personnel Director, Civil Engineer.

Mayor Halverson recommended using the comparables provided by Charlie Carlson and that we continue to move forward so that we are able to present a draft of the pay plan at the Special Finance Committee meeting October 28, 2013.

Alderman Patton asked if we used Charlie Carlson's comparables list whether we'd be low, medium or high as it relates to pay.

Charlie Carlson indicated that is a separate decision.

Mayor Halverson recommended that we steer toward being in the middle.

Alderman Moore asked Charlie Carlson how he selected the comparables. Mr. Carlson replied that they were selected based on population / equalized value (reasonable size similarity), presence of substantial college campuses and geographical area.

Mr. Carlson added that adding or removing any given community will not have as large an impact as the decision of being high, medium or low.

Mr. Carlson stated that the private sector comparable information is collected by an outside expert and privacy is protected, minimum samples are used and the data has to be somewhat dated meaning it can't be from immediate past action.

Alderman Moore indicated his has an issue with some of the communities included on Mr. Carlson's list, specifically Sun Prairie, Eau Claire and La Crosse. Alderman Slowinski agreed.

Mayor Halverson indicated that the timeline for Charlie Carlson to finish the project is extremely narrow due the tight timeline for the budget. He feels we need to rely on the expertise of the consultant to get the project completed.

Alderman Patton moved to approve the comparable community list recommended by Charlie Carlson; Alderman O'Meara seconded. Motion carried with a vote of 3 – 2 (Alderpersons Moore and Slowinski dissenting).

3. Adjournment ~ 9:05 p.m.