

PERSONNEL COMMITTEE MEETING  
Monday, September 30, 2013 – 6:00 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, Doxtator, Wiza; Directors Ostrowski, Schrader,  
Lemke, McGinty; Chief Ruder; Chief Kujawa; Assistant Chief Skibba;  
Assistant Chief Zenner; Assistant Chief Finn; Police & Fire Commission  
President Schleihs; Assistant Superintendent of Streets Laidlaw; City  
Forester Ernster; Clifford Bembeneck; Steve Plaski; Shane Tokarski; Scott  
Boyer; Kevin Ruehl; Mike Marczak; Ernie Quesada; Darlene Quesada;  
Kenny Rozek; Dale Schulfer; Dave Worzalla; Steve Louis; Kevin  
Bartkowiak; Charlie Carlson; Human Resource Manager Jakusz;  
Brandi Makuski ~ SPCT

Chairman O'Meara called the meeting to order.

1. Discussion and possible action on next steps to take with status review/discussion of pay plan study

Alderman Wiza asked why this was being discussed at a special meeting instead of the regularly scheduled meeting and why it couldn't have been part of the special meeting held last week. Human Resource Manager responded that the special meeting last week was due to a deadline for payroll purposes for an October 1 implementation date for a collective bargaining settlement. The Personnel Committee had previously agreed to hold a special meeting to allow enough time for full discussion of the study.

Charlie Carlson went through his power point presentation (copies had been provided to City Council members in the agenda packet).

Significant discussion ensued regarding slide #14 of the presentation which depicts the City's regression line current pay rates as compared to the combined market estimate and the public market.

Alderman Moore asked whether the benefit package offered by the City "fills the gap". Charlie Carlson replied that it only makes the gap on the bottom larger.

Chairperson O'Meara suggests looking at a mechanism that will bring the lines together over a period of time.

Mayor Halverson stated that there is a potential of recruitment and retention issues as we find the pay for single positions off by thousands of dollars.

Alderman Patton questioned where the comparables were from. Charlie Carlson replied that they are:

- De Pere
- Eau Claire
- Fond du Lac
- La Crosse
- Manitowoc
- Marshfield
- Neenah
- Sun Prairie
- Superior
- Watertown
- Wausau
- Wisconsin Rapids

He added that it may be a situation where the solution is implemented over a period of time. The good news is that 80 – 85% of the workforce has the correct rate of pay.

Alderman Moore suggested changing the comparables to communities we feel more comfortable with to see if the problem goes away or gets worse.

Alderman Slowinski asked how our pay rates for middle and upper management could be so far off when we did a pay study in 2007.

Charlie Carlson and Mayor Halverson replied that we were unable to fully implement the recommendations due to financial constraints.

Alderman O'Meara suggested that when we recruit, our market will be for people earlier in their career instead of proven all star.

Mayor Halverson stated that we may need to triage those positions that are furthest off with the monies we have available to do the best we can and implement a multi-year plan for the others.

Chairperson O'Meara suggests developing internal career development.

Alderman Wiza stated that he agrees with Alderpersons Slowinski and Moore.

Dave Worzalla stated that a Loader Operator in Milwaukee is paid higher than one more local. He also questioned how a comparison can be made for those employees that don't take the insurance.

Charlie Carlson replied that the City needs to look at two things; what is the exposure in the blended rate (pay/insurance) and what is the cost for the exposure.

Police Chief Ruder stated that he has been a member of management for twelve years. This is wrong; it needs to be fixed. Stevens Point is better than this. He stated that his Assistant Chiefs earn \$7,000 less than those in the neighboring community of Plover.

Charlie Carlson stated that costs are growing; revenues are not. The City needs to review strategic direction; you can't get to where you need to be without going through the process.

It was a consensus of the Committee that Charlie Carlson will provide the list of comparable communities he used to develop the regression grid and the City Personnel Committee will generate their own list of comparables at the October 14, 2013 meeting.

2. Adjournment ~ 7:27 p.m.