

PERSONNEL COMMITTEE MEETING
Monday, January 13, 2014 – 7:37 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, Doxtator, R. Stroik; Directors Ostrowski,
Schrader, Schatschneider, Lemke; Chief Ruder; Chief Kujawa;
Assistant Chief Skibba; Carrie Freeberg; Joe Senn; Assistant to the
Mayor Pazdernik; Steve Plaski; Steve Louis; Todd Jacowski; Dave
Worzalla; Superintendent of Streets Laidlaw; Sgt. Babi; Barb Jacob;
Mary Anne Laszewski; Nate Enwald, Portage County Gazette;
Brandi Makuski ~ SPCT

Chairperson O’Meara called the meeting to order.

Update on records request related to wage study

City Attorney Beveridge updated the Personnel Committee members on the status of the records request.

Update on wage study appeals

Mayor Halverson provided an update. He advised the Committee that he is meeting with Mr. Carlson of Carlson Dettmann Consulting on January 23, 2014. He anticipates the review of appeals will be completed no later than March.

Amendment to City Administrative Policy 3.02

Chairman O’Meara asked for an explanation of the policy.

Mayor Halverson said the amendment depicts the current practice and incorporates the language found in prior labor agreements. The language that had been present in most of the labor agreements has been inserted into the Administrative Policy with this change.

Chairman O’Meara stated these policies save money because they encourage people not to use sick days.

Mayor Halverson said that is right.

Chairman O'Meara questioned if bonus days were presently being granted.

Mayor Halverson replied yes. He went on to state that this was an error in that the language was in the agreements but not included in the Administrative Policy.

Ald. Moore questioned what part of the policy the language was in prior.

Mayor Halverson said this mirrors what was in labor agreements which is now being added to the Administrative Policy.

Ald. Moore clarified that this was in the labor agreements.

Mayor Halverson said it was in the Administrative Policies as well, but it was more specific in the labor agreements. He stated the language is remaining the same.

Ald. Moore said he does not recall having two days of sick leave.

Mayor Halverson said he could not elaborate on the issue.

Ald. Moore said he would be more comfortable with a decision if he knew where the verbiage came from as he does not recall it.

Chairman O'Meara asked for clarification of the interval of when an employee uses sick time.

Mayor Halverson encouraged healthy activity and employees being more apt to come to work by offering incentives. He offered more of an outline of information which could be provided by Human Resources Manager Jakusz.

Ald. Phillips said he disagrees with the bonus days and turning them into personal days.

Chairman O'Meara said this route will save the city money.

Ald. Phillips said 75% of people who take a sick day are not sick.

Chairman O'Meara said this gives an incentive for perfect attendance.

Ald. Phillips said it is not right and if a person is sick, they should stay home.

Ald. Slowinski reviewed scenarios in which an employee would or would not receive the bonus days. He said this would encourage employees to come to work and he supports it.

Ald. R. Stroik also said this is a good thing and he is surprised that there is opposition. It enhances a benefit that has been in place and passing the Amendment is the right thing to do.

Mayor Halverson reiterated when employees show up to work, they should be rewarded which leads to less abuse of the system. He further stated this language from the labor agreements was inadvertently excluded from the Administrative Policy and this clears it up as it is good practice.

Ald. Slowinski **moved**, Ald. R. Stroik seconded, to approve the amendment.

Ald. Phillips said he has a concern with converting a sick day into a personal day.

Chairman O'Meara responded that sick days are capped.

Ald. Moore said he would like to know which labor agreements the language is from and if the change to personal days is also in those agreements.

Mayor Halverson said exact references of where the language exists can be provided.

Call for a Vote: Ayes: Majority.
 Nays: Minority. Motion carried.

Amendment to City Administrative Policy 3.03

C/T Ladick explained the issue of the motion passed prior regarding reimbursement at the rate of .565 cents per mile. He said the extra half a cent would be taxable income to employees because it would be an excess of the IRS rate. The solution would be to cite the IRS rate for business miles which would mean that rate would reflect the rate as adjusted by the IRS.

Ald. Moore **moved**, Ald. Patton seconded, to reimburse at the IRS rate for business miles.

Call for a Vote: Ayes: All
 Nays: None. Motion carried.

Adjournment.

Adjournment at 8:11 p.m.

January 15, 2014

MEMORANDUM

TO: City Council Members

FROM: Lisa Jakusz, City Personnel

RE: January 13, 2014 Personnel Committee

Attached you will find the cover and language relating to bonus sick days from the most recent Teamster Labor Agreement (Water / Wastewater employees), AFSCME Clerical & Related and AFSCME Streets/Parks Labor Agreements.

As you may recall, we have had several amendments to the City's Policies as a result of Acts 10 and 32 that included efforts to incorporate language from the labor agreements into the City's policies. When I drafted the amendment to the policy addressing bonus days, I actually did a "cut and paste" from the Clerical & Related labor agreement.

When this language was added to each of these contracts, the tentative agreement that included these language changes was approved by the Personnel Committee and ratified by the City Council.

I'm not including the Bonus Day language from the 3 units (Police, Fire and Transit) we are still required to bargain with regarding language of this nature. If you have an interest, you can view them on the City's website, stevenspoint.com.

I was taken aback by some of the comments made at the Personnel Committee meeting. I take my job responsibilities very seriously and for it to be inferred that I was attempting to do anything but maintain the status quo with this policy amendment is personally offensive to me.

I apologize that I was unable to attend the meeting. My daughter had an outpatient procedure that day and I needed to tend to her.

As stated in my agenda cover memo, I'd be happy to address any questions you may have in advance of Monday's City Council meeting.

Thank you~

CONTRACT BETWEEN

THE
CITY OF STEVENS POINT, WISCONSIN

AND

TEAMSTERS GENERAL UNION, LOCAL 662,
AFFILIATED WITH THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

January 1, 2011 - December 31, 2012

Bonus Days: If an employee does not utilize sick leave during the first six (6) months of the calendar year (January - June), the employee will be credited with an additional day of sick leave or, at the employee's option, a personal day. If an employee then does not utilize sick leave during the following six (6) months of the calendar year (July - December), the employee will be credited with an additional two (2) days of sick leave or at the employee's option, two (2) personal days. For each subsequent six (6) month interval without the use of a sick day, the employee will be credited with an additional two (2) days of sick leave or at the employee's option, two (2) personal days.

Once a sick day is used, the employee will only receive one (1) additional bonus day for the next six (6) month cycle (e.g., July through December if the sick day is used in the first six (6) months of the year or January through June if the sick day is used in the second six (6) months of the year). The employee will be eligible to earn two (2) bonus days each subsequent six (6) months as described above if no sick leave is used for the first six (6) month period.

**AGREEMENT BETWEEN
CITY OF STEVENS POINT
AND
STEVENS POINT CITY EMPLOYEES
Local 348, AFSCME AFL-CIO
(Clerical and Related)
January 1, 2011 through December 31, 2012**

Bonus Days: If an employee does not utilize sick leave during the first six (6) months of the calendar year (January - June), the employee will be credited with an additional day of sick leave or, at the employee's option, a personal day. If an employee then does not utilize sick leave during the following (6) months of the calendar year (July - December), the employee will be credited with an additional two (2) days of sick leave or at the employee's option, two (2) personal days. For each subsequent six (6) month interval without the use of a sick day, the employee will be credited with an additional two (2) days of sick leave or at the employee's option, two (2) personal days.

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AGREEMENT

BETWEEN

THE CITY OF STEVENS POINT

and

STEVENS POINT CITY EMPLOYEES

LOCAL 309, AFSCME, AFL-CIO

(Public Works and Parks, Recreation and Forestry Employees)

Duration: January 1, 2011 through December 31, 2012

Bonus Days. If an employee does not utilize sick leave during the first six (6) months of the calendar year (January - June), the employee will be credited with an additional day of sick leave or, at the employee's option, a personal day. If an employee then does not utilize sick leave during the following six (6) months of the calendar year (July - December), the employee will be credited with an additional two (2) days of sick leave or at the employee's option, two (2) personal days. For each subsequent six (6) month interval without the use of a sick day, the employee will be credited with an additional two (2) days of sick leave or at the employee's option, two (2) personal days.

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