

**City of Stevens Point
SPECIAL COMMON COUNCIL MEETING**

**Lincoln Center
1519 Water Street**

**March 3, 2014
6:45 P.M.**

Mayor Andrew J. Halverson, presiding

Roll Call: Ald. Suomi, Wiza, M. Stroik, Slowinski, Trzebiatowski, Patton, R. Stroik,
Philips, Moore
Excused: Ald. Doxtator, O'Meara

Also Present: City Attorney Beveridge; City Clerk Moe; Directors Lemke, Schatschneider,
Schrader, Ostrowski, Dennis Laidlaw, Brandi Makuski – City Times, Nate
Enwald, Portage County Gazette

- 1. Adjourn into closed session (approximately 6:46 P.M.) pursuant to Wisconsin Statutes 19.85(1)(e) (deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session) on the following:**
 - A. Discussion of lease negotiations with Portage County for the Portage County Public Library building.**
 - B. Consideration of the City's acquisition of an option to purchase real estate.**

- 2. Reconvene into open session at 7:34 P.M.**

Mayor Halverson said there will be no action taken on item #2.

- 3. Discussion and possible action on the pay plan appeals process, including the potential expenditure of additional funds for consultation services between Charlie Carlson and employees appealing their grade within the pay plan.**

City Attorney Beveridge discussed a procedure to move forward with the pay plan appeals. He said the idea is for Carlson/Dettman to provide information to city staff to share with the Council. The information would be shared in confidence and agreements would need to be signed by the Alderpersons in regard to content. City Attorney Beveridge said the Council would be able to review the information to view the process and its integrity. However, an additional step in the process is under consideration which is for appellants to have a personal consultation with Mr. Carlson and the Personnel Director to review pay plan position placement in respect to the benchmarks. City Attorney Beveridge said this was not in the initial terms of the agreement with Carlson/Dettman. He said additional clarity and consultation to the appellants could come from Mr. Carlson for an additional cost for his time at a proposed rate of \$225/hour. City Attorney Beveridge further stated it would need to be the determination of the Council if that expenditure would have any value.

Ald. Wiza has concerns with Carlson/Dettman. He said initially they were unwilling to share where their information came from and if the information is proprietary, they could be changing it. He further stated it would be inappropriate to waste more money to have Carlson/Dettman defend the work they were contracted to do.

Ald. Moore said he agrees with Ald. Wiza. He does not think there needs to be an extra step added to the process as it has been drawn out and has put stress on employees and the Council.

Mayor Halverson said there are unanswered questions that could be understood by the Alderpersons if they had exposure to all of Mr. Carlson's documentation; however, the proprietary side of the documentation needs to be protected. He said the opportunity of the additional expense is that it allows appellants to see their job evaluation and score on a one-on-one basis with Mr. Carlson and the Human Resources Manager. Mayor Halverson stated that appellants will not be able to disclose information with the signing of a waiver. He said it will give employees a better understanding of the matrix driving the numbers and it will also allow those employees to renew their appeal based on the information they have been given as it offers a more accurate picture of their job evaluation score.

Ald. Wiza questioned why the Human Resources Department cannot explain the process to the employees rather than paying Carlson/Dettman \$225/hour.

City Attorney Beveridge said that even with all of the information, ultimately Mr. Carlson is the expert and will be in a better position to answer questions than city staff.

Mayor Halverson said right now, the City does not have the individual matrixes as they are proprietary. It would be best explained to the employees by Mr. Carlson.

City Attorney Beveridge said it is not to say that city staff could not attempt to explain the process, it just would not be satisfactory.

Ald. Wiza stated all this is saying is that \$36,000 was spent for something that is not understood.

Mayor Halverson said he cannot accurately review the appeals or make an appropriate objective recommendation to the Personnel Committee if there are questions about the underlying legitimacy of the process. He further said the input of Mr. Carlson is necessary for the Alderpersons and the employees.

Ald. Wiza stated this has been dragged out long enough and he feels it is important that the Alderpersons understand the process before any other decision is made.

Mayor Halverson said step one is that the Alderpersons would be allowed an opportunity to review everything relating to the study in confidence per the waiver that would have to be signed. He said once that happens, the decision to move on can be made.

Ald. Wiza stated he would assume all of the ground work has been completed and the Alderpersons could have the information by the end of the week.

Mayor Halverson said he does not know Carlson/Dettman's time frame.

City Attorney Beveridge said a week to 10 days would be reasonable.

Ald. Moore asked in what structure the information would be discussed.

Mayor Halverson stated he would like to discuss the information together as it creates a better dialogue and targeting Mr. Carlson with questions would be beneficial for the Alderpersons.

Ald. Wiza **moved**, Ald. Slowinski seconded, to direct the City Attorney to draft confidentiality agreements for the Alderpersons and set up a meeting with all of the information to be disclosed as soon as possible. Ald. Wiza also requested to be able to review the information at least a couple of days before the meeting to formulate questions.

Ald. R. Stroik stated in regard to the appeals, no decision will have a 100% consensus.

Mayor Halverson said for any appeals that come before the Personnel Committee, the reasoning must be clear, objective and appropriate as to why an appeal would be granted. He further stated that is why taking the time to review the information and ensuring that all persons understand the exact derivation of the job evaluations score and placement is important. Mayor Halverson said he is nervous about the rationale that would be used to grant an appeal before a governing body and before the public.

City Attorney Beveridge said the driving force behind this progression was an open records request and state law requires him to pursue it on behalf of the individual making the request. He stated there were numerous conversations with the attorney for Carlson/Dettman and they felt this would be an appropriate approach.

Ald. Suomi said she would like this information in 10 days.

Mayor Halverson said once the waivers are completed, it will be well within that time frame.

Ald. Phillips asked if Mr. Carlson is in agreement with the waivers.

Mayor Halverson and City Attorney Beveridge replied yes.

Ald. Trzebiatowski reiterated the motion is requesting the City Attorney draft the appropriate documents and waivers and Mr. Carlson is meeting with the Council at no additional cost for the meeting.

Mayor Halverson said there should be no payment and this is a service to the client under the original contract. He further stated with the signing of a waiver, no one will disclose information – including up to personal liability.

Ald. Moore stated for clarification \$26,712.95 has been spent on this project.

Roll Call: Ayes: All.
Nays: None. Motion carried.

4. Confirmation of Mayoral appointments to the municipal court oversight committee.

Ald. Trzebiatowski said he would like to see a member of the Finance Committee as a participant on this committee.

Ald. Moore said he sees a conflict with the appointments since both individuals are on City Council and County Board. He thinks these appointments are not a good idea.

Mayor Halverson said he did not look at it from a County perspective. He selected Ald. Wiza and Suomi due to their interest in the municipal court.

Ald. R. Stroik **moved**, Ald. Wiza seconded to approve the appointments.

Roll Call: Ayes: Ald. Suomi, Wiza, M. Stroik, Slowinski, Patton, R. Stroik,
Nays: Ald. Trzebiatowski, Phillips, Moore. Motion carried.
Excused: Ald. Doxtator, O'Meara

5. Adjournment at 8:03 p.m.