

**City of Stevens Point
SPECIAL COMMON COUNCIL**

**Lincoln Center
1519 Water Street**

**April 7, 2014
7:15 P.M.**

Mayor Andrew J. Halverson, presiding

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

Also Present: Clerk Moe, Directors Schatschneider, Lemke, Schrader, Ostrowski, Dept C/T Freeberg, Dave Schleihs - President of Fire Commission, Fire Chief Kujawa, Police Chief Ruder, Asst. Police Chief Zenner, Asst, Police Chief Skibba, C/T Ladick, Lisa Jakusz - Human Resources Manager, Steve Plaski – Streets, Todd Jackowski, Dennis Laidlaw, Barb Jacob, B.C. Kowalski - Stevens Point Journal, Nathanael Enwald - Portage County Gazette, Brandi Makuski - Stevens Point City Times

Discussion and possible action on the following:

2. Confirmation of Municipal Court Judge.

Ald. Suomi asked about Mr. McKenna's evening-only availability for the Municipal Court Judge position.

Mr. McKenna responded that the Wisconsin Rapids Municipal Court Judge, Peter Kastenholz, has held court in the evening for 16 years successfully.

Ald. Wiza **moved**, Ald. Stroik seconded, to approve confirmation of Mr. McKenna as Municipal Court Judge.

Roll Call: Ayes: Ald. Moore, Phillips, R. Stroik, Patton, Trzebiatowski, Slowinski, M. Stroik, Wiza, O'Meara, Suomi, Doxtator
Nays: None. Motion carried.

3. Suggested Modifications to City Pay Plan Matrix.

Mayor Halverson discussed the current city pay plan matrix that went into effect on January 1, 2014. He is concerned with the current pay plan in

regard to the averaging that occurs with the exclusion of certain communities. He stated the current plan could negatively affect existing employees and recruitment of future employees. Mayor Halverson said he would like the Council to consider adding back the three communities originally removed plus adding one more to the city pay plan matrix. Carlson/Dettman would then create a new matrix. Mayor Halverson stated the four communities should be placed into the pay plan as a marketable employee for Stevens Point, would also be marketable for one of these cities, whose pay is higher for the same position. He proposed sliding the pay plan one column to the left to approach the control point quicker, and add a step at 115%.

Ald. Wiza is concerned with the pay numbers of the old matrix verses the proposed changes. He asked for clarification of the difference in numbers.

Mayor Halverson explained the old matrix numbers went down from grade J and below. He said Carlson/Dettman stated this was due to a statistical anomaly.

Ald. Wiza raised a concern about the additional costs of re-running a new matrix based on adding the four communities.

Mayor Halverson is under the assumption that Carlson/Dettman would do a new matrix with the additional four communities, based on current pay data for no additional charge.

Ald. Trzebiatowski questioned if the Mayor's proposed plan to add a step to the pay plan means giving everyone a 2.5% pay increase.

Mayor Halverson said the changes he is proposing to the pay plan, people currently at the maximum would potentially have one step up after a multi-year period of time. More importantly, the averages in the new plan are reflective of the competitive nature of statewide recruitment.

Ald. Moore had concerns with making changes to the new plan that has just been put in place.

Mayor Halverson said the Council made a decision to take out comparables that in his opinion adversely affected the averages based on a statewide approach on how to retain or recruit employees. He stated since the aldermen did not want to sign the confidentiality statements for data from Carlson/Dettman, the certainties of the data could not be obtained since all the data could not be provided.

Therefore, he is proposing the 2.5% increase based on the average of the comparables at the control point. He explained this allows those employees suppressed for many years to have additional steps to get to the average their counterparts are getting paid, while keeping the city leadership well below the average.

Ald. Trzebiatowski said there were concerns with the confidentiality agreement which prompted many Alderperson not to sign it.

Ald. R. Stroik expressed several concerns with the proposed 2.5% increase being brought up at a special meeting and having no analysis from the Comptroller of the financial consequences.

Mayor Halverson said the Council has to decide how much it wants to pay their employees across the board based on their counterparts and selected private sector counterparts statewide.

Ald. R. Stroik asked why is the Council looking at changes to the plan.

Mayor Halverson said the Council's decision to change the comparables changed the averages and skewed the pay plan to be uncompetitive.

Ald. R. Stroik said you must believe the comparables that you saw and the Council did not directly relate to that fact.

Mayor Halverson replied, of course and that is what we argued months ago. He feels the Council made an error when they decided to remove some of the comparables.

Ald. Moore felt the Council was correct in removing those municipalities. He also said that money is not the only thing that drives a person to take a job.

Ald. Wiza asked what the cost would be to implement the changes.

Mayor Halverson stated the estimated changes, if implemented this June it is estimated at \$60,000, for a half a year, which was provided by the Deputy Comptroller and Human Resources.

C/T Ladick said neither he nor is Deputy had seen the data.

Mayor Halverson clarified, saying the estimated increase of \$60,000 was created by the Human Resource Manager, Lisa Jakusz.

Ald. Wiza said that he would have no problem looking at a new matrix as long as it does not cost any additional money.

Ald. Trzebiatowski asked that the number of employees for each pay grade be provided to the Council.

Mayor Halverson stated that discussion needs to occur as to whether a new analysis should be done by Carlson/Dettman or not. The alderpersons must be confident in the pay plan prior to the appeals process.

Ald. Suomi stated she has issues with this being brought up now. She feels the pay plan matrix should be examined for changes in November and the appeals process started now.

Mayor Halverson said the appeals process has not begun because the Council must have confidence in the process. If the Alderpersons are not going to have confidence in the pay plan the effectiveness of the appeals process would be in question.

Police Chief Kevin Ruder agreed with concerns for employee retention using himself as a case, as he is one of the lowest paid chiefs in the state for a municipality this size. He stated the 2.5% increase is in the right direction. He said he is getting paid between 10-20% under what other comparable police chiefs make.

Ald. R. Stroik used the case presented by the Chief as an example of why the current pay plan submitted by Carlson/Dettman is wrong. He suggested disregarding the current plan and getting a fixed plan.

Mayor Halverson stressed that job placement is based on duties and job requirements, and if the placement is not correct employees can appeal their placement. He pointed out that the council has a pay plan that needs to be worked with or modified.

Ald. Trzebiatowski proposed disregarding the current pay plan created by Carlson/Dettman and create a position internally to keep track of the comparables and using that data to create a new pay plan.

Ald. Phillips proposed the current pay plan matrix from Carlson/Dettman be used without the bottom and top numbers, appeals be solicited and any updates or changes to the pay plan be done during the 2015 budget process.

Ald. Phillips **moved**, Ald. Suomi seconded, a proposal to use the current pay plan provided by Carlson/Dettman and get all the appeals completed under the current format, immediately. Before next year's 2015 budgetary process, the council considers modifying the pay plan matrix or moving it over one slot, adding the four additional cities, while removing the bottom and top values to make the pay plan more honest.

Dave Schleih, 1026 Smith Street, President of the Police and Fire Commission, said the salary of management is below average. He shared his concerns about the current pay plan still being below average and encouraged the Council to take a look at the plan before the 2015 budget process.

Ald. Slowinski questioned why people are still saying the plan data is off for upper management.

Mayor Halverson clarified the motion on the floor is to continue using the pay plan as it was presented on January 1, 2014, work through the appeals process, and look at any changes based on averages during the budget process for 2015.

Ald. Wiza requested Carlson/Dettman provide the new pay plan matrix with the four additional communities for further perusal in the future. He encouraged an amendment of the motion on the floor to include this.

Lisa Jakusz, Human Resources Manager, noted private sector data was included in the pay plan as requested by the Council. She also stated that taxpayers of the city can only support employee pay to a point and the pay plan must be based on what the City can afford.

Ald. Phillips **amended** his motion to include the supply of a new matrix by Carlson/Dettman, with the inclusion of La Crosse, Eau Claire, Sun Prairie, and DePere and dropping the high and low value, for presentation and reconsideration for the 2015 budget. Ald. Suomi, who seconded the motion, agreed.

Amended motion: Use the current pay plan provided and complete the appeals. Carlson/Dettman will provide a new matrix with the inclusion of La Crosse, Eau Claire, Sun Prairie, and DePere with the high and low values dropped. This plan will be presented for consideration for the 2015 budgetary process when the council also considers modifying the pay plan matrix or moving the values over one slot.

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

4. Update on Appeals Process, Time Line and Information Disclosure.

Mayor Halverson stated Mr. Carlson of Carlson/Dettman will be consulted on his schedule availability to look at the appeals presented for grade level placement in the matrix.

5. Adjournment.

Adjournment at 8:53 p.m.