

**City of Stevens Point
SPECIAL COUNCIL MEETING**

Lincoln Center
1519 Water Street

July 7, 2014
7:00 P.M.

Mayor Andrew J. Halverson, presiding

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

Also Present: Larry Lee, WSAU, Brandi Makuski, SPCT; Nate Ewald, Portage County Gazette; Barb Jacob, Stevens Point; Scott Halvorsen, Park Maint. Supv.; Corey Ladick, C/T; John Moe, Clerk; Scott Boyer, DPW; Lorna Whalen, SPFD; Susan Pagel, Treas. Office; Dawn Klish, Street Dept.; Rob Molski, Public Utilities; Jason Pliska, Public Utilities; Steve Louis, DPW; Tom Carroll, Transit; James Wojcik, Street Dept.; David Worzalla, Street Dept.; Roger Skrzeczkoski, Street Dept.; Steve Plaski, DPW; Scott Schatschneider, Public Works; Tom Schrader, Staff; Joel Lemke, Staff; Dave Schleish, City PFC; Lisa Jakusz, Staff; Martin Skibba, SPPD; Michael Ostrowski, Staff; Andrew Beveridge, Staff; Tom Zenner, SPPD; Bob Finn, SPFD; Kevin Ruder SPPD; Sari Lesk, Stevens Point Journal.

2. Actions taken at the Special Finance meeting on July 7, 2014.

Ald. Patton **moved** seconded by Ald. Wiza to approve the actions taken at the Special Finance meeting on July 7, 2014. Corey Ladick reviewed the actions of Finance meeting, in which the Committee moved authorization to hire Front Appraisers as it relates to Meridian Plover IV versus the City of Stevens Point.

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

3. Amend the City Pay Plan Appeal Process to have denied appeals heard directly By the Common Council.

Mayor Halverson stated that this was an item that was discussed with Chairman Phillips in an attempt to avoid what would really become redundant meetings, so that the hearings could proceed directly in front of the Common Council.

Ald. Wiza asked why this was not being done at a regular Common Council meeting. He is concerned that the Council received the information last week during a holiday week and the staff filing their appeals had only a few days to prepare. Ald. Wiza said that he would like to see this postponed a week to make sure everybody has ample time.

Mayor Halverson said this was discussed with Ald. Phillips at length. He stated that employees would have had more than enough time given that they should have prepared for the eventual and very possible denial along with any changes that would have been made to the narrative. There has been plenty of time.

Ald. Phillips stated he was insistent for it to keep moving, to get it done.

Ald. Slowinski said he would rather see it go through the Personnel Committee first, because the Personnel Committee has already had time to review it. He stated that he just received all of the documentation Thursday afternoon. He said that he cannot make any decisions this evening.

Ald. O'Meara stated that he received 52 pages on July 1 and 268 pages of supporting documentation on July 3rd. He felt the time constraint and amount of documentation to read was unreasonable. 300+ pages of documentation deserves at least 10 to 14 days of review.

Ald. O'Meara moved seconded by Ald. Wiza, that this be delayed until after July 21, 2014.

Ald. Moore asked why it was decided to put the names of the appealing people on the agenda. It has always been the intent to judge the position, not the people. He stated the names should not be on the document. They should not be addressed this way. It should be position only.

Mayor Halverson stated that this had been agreed to by both he and Ald. Phillips.

Ald. Trezbiatowski stated that information was received Tuesday and Thursday via PDF's and he requested hard copies, but that request was denied.

Ald. Suomi stated organizing the information in a better format would be helpful. She asked that the information be organized by employee and department's right up front.

Mayor Halverson asked the Council what the specific wishes were as to the format of the documentation, i.e., alphabetically, by department or a printed hard copy.

Ald. Wiza said he was okay with receiving electronic copies.

Ald. Suomi said she would ask for electronic, alphabetized by department with the names up front.

Ald. Phillips said that some people said some people want a hard copy and some people are happy with electronic, should hard copies be sent first?

Mayor Halverson said that the only reason hard copies were not distributed was the sheer magnitude of paper and time it would require.

Ald. R. Stroik asked for clarification on the motion. As it stands currently, the Personnel Committee will hear the appeals and then the Council will vote on it. He would like clarification as to what will occur after July 21, 2014.

Ald. Wiza stated that if any alderperson needs any information to do their job, they should ask for what is needed. He would not expect any request from an alderperson be denied.

Ald. Suomi stated that she would not support the motion because of concern about the redundancy of the process going to the Personnel Committee and then to Council.

Ald. O'Meara stated that his original motion was just to postpone action on this agenda item for 14 days.

Ald. Suomi **moved**, Ald. Slowinski seconded, to amend the original motion to postpone for 14 days, until after July 21st, and to have denials heard directly by the Common Council.

City Attorney Beveridge said that Ald. O'Meara's motion would be more appropriate under agenda item #5.

Vote on the Amendment: Ayes: Ald. Doxtator, Suomi, O'Meara, Wiza, M. Stroik, Slowinski, Trezbiatowski.

Nays: Ald. Patton, R. Stroik, Phillips, Moore. Motion carried.

Mayor Halverson stated that the motion as presented now is amended and that this process is postponed until after July 21, 2014, at such time the appeal hearings would be in front of the Common Council and not before Personnel. Over that period of time, material will be redistributed, questions answered that arise or additional information provided in hard copies (of only those denied).

Ald. Stroik stated that this was a debacle. He thinks there needs to be a hard look before any more money is spent to ensure this is fair.

Mayor Halverson stated that the pay plan will never be respected or adhered to appropriately. He feels the averages are wrong and they are not broad enough from a recruitment and retention point of view. The core of the work that was done by the consultant is exactly correct based on the parameters that were established for the consultant. Mayor Halverson stated he was not proud of the way this process unfolded. He said that there will be little confidence in this document based on how the whole process evolved and the

only way to get around that is to jettison this plan.

Ald. Wiza asked if the plan should be scrapped.

Mayor Halverson replied no. He stated that this was a very workable document based on the appeals and that it can be moved forward.

Ald. Wiza stated if this is an inappropriate pay plan, then it would make sense to scrap it.

Mayor Halverson stated the motion before the Council is to postpone until after the 21st and specifically those hearings will be before the Common Council and material will be distributed on a case by case basis as requested.

Vote on the amended motion:

Ayes: Majority

Nays: Minority. Motion adopted.

Mayor Halverson stated that it does not make sense for Council to deal with item #4 and #5. This will have to be addressed at such time as Council deals with the future step.

4. **Establish salaries and/or step placement for employees whose pay plan grade appears have been, or will be granted.**
5. **Appeal Hearings: Dawn Klish, Sec., II; Jason Pliska, Inspection Tech.; Roger Skrzeczkoski, Welder-Fabricator/Mechanic; David Worzalla, DPW Level 2 (Carpenter); Susan Pagel, Account Clk. II; Rob Molski, Conveyance Systems Mgr.; Tom Carroll, Operations Susp.; James Wojcik, DPW Level 3 (Painter); Lorna Whalen, Admin. Ass't Fire; Scott Boyer, DPW Level 3 (Painter).**
6. **Adjournment**

Meeting was adjourned at 7:33 p.m.