

PERSONNEL COMMITTEE MEETING
Monday, October 12, 2015 – 6:44 p.m.
Lincoln Center ~ 1519 Water Street

PRESENT: Chairman Phillips; Alderpersons Slowinski, Mrozek, Patton, Oberstadt

OTHERS

PRESENT: Mayor Wiza; C/T Ladick; Attorney Beveridge; Clerk Moe;
Alderperson(s) Ryan, Kneebone, Morrow, Van Stippen, McComb;
Director(s) Lemke, Schatschneider, Ostrowski, Schrader; Chief Finn;
Interim Chief Skibba; Barb Jacob; Carrie Freeberg; Layne
Cozzolino; Nate Enwald ~ PC Gazette; Brandi Makuski ~ SPCT;
Human Resource Manager Jakusz

Chairman Phillips called the meeting to order.

1. Aldermanic Salary Increase.

Mayor Wiza stated this topic has come up periodically over the past years, but the salary hasn't been increased for Alderpersons since 2005. He reminded those in attendance that, if approved, the increase would be for those Alderpersons elected in 2016; and then in 2017 as the Alderman cannot approve an increase for themselves. His recommendation is to increase the annual salary by \$500 and increase the pay for the Council President by \$200.

Barb Jacob spoke on the matter and voiced her opinion that it's about time the pay be increased. She also stated that a \$500 increase isn't enough. She feels the City should consider implementing a base pay and then a per meeting per diem such as the City of Marshfield because some alders serve on more committees than others.

Chairperson Phillips questioned whether the committee assignments are spread equally.

Mayor Wiza responded they pretty much are now; but that isn't always the case. He reminded that the alders are not giving themselves a raise per his earlier comments.

Alderman Morrow voiced his opposition to the per diem pay idea. He feels that it's hard to attend several additional meetings if you have a job. The way the committee structure currently functions is better in that there isn't an incentive to have extra meetings.

Motion by Alderman Patton, second by Alderman Oberstadt to approve the increase in Alderperson pay to \$5,300 for Alderman and an additional \$200 for the Council President, effective with the 2016 and 2017 elections.

Motion passed with a vote of 4 – 1; Alderperson Mrozek dissenting.

2. Salary for Municipal Court Judge for 2016 – 2020 term of office.

Mayor Wiza stated that although the Municipal Court has been up and running for just over a year, it has been successful. When the Municipal Court was initially established, the Joint Municipal Court Oversight Committee was conservative in setting the salary for the Judge. The Joint Municipal Court Oversight Committee met recently and recommended increasing the salary for the Judge to \$16,000 for the next term. Mayor Wiza stated that compared to the salaries of other Municipal Court Judges, we are low. He added that revenue is running slightly more than expenses right now so we are able to increase the salary.

Comptroller/Treasurer Ladick stated that some of the initial start-up costs have gone away. The Municipal Court is above the break-even point.

Human Resource Manager Jakusz questioned Mayor Wiza as to whether the action taken by the Personnel Committee this evening should be contingent upon the Village of Plover approving the salary increase as well. He indicated that was correct.

Motion by Alderman Slowinski, second by Alderman Patton to increase the Salary for the Joint Municipal Court Judge to \$16,000 for the 2016-2020 term of office contingent upon the Village of Plover also approving this salary.

Ayes all, nays none. Motion carried.

3. Implementation of a voluntary Dental/Vision Plan for City of Stevens Point employees who do not bargain over health related benefits.

Human Resource Manager Jakusz stated that in the past, City of Stevens Point employees have been able to “piggy back” on the voluntary dental plan offered by Portage County AFSCME. We were able to get a competitive quote for voluntary dental and vision so that we can offer the plan; this would allow employees to have the premiums deducted on a pre-tax basis.

Motion by Alderperson Mrozek, second by Alderman Slowinski to approve implementation of a voluntary Dental/Vision Plan for City of Stevens Point employees who do not bargain over health related benefits.

Ayes all, nays none. Motion carried.

4. Amendment to Administrative Policy 3.01 - add Inspectors to those receiving a stipend for safety toed shoes.

Human Resource Manager Jakusz stated that Director Ostrowski had requested this amendment to afford a safety toed shoe allowance for his four inspectors.

Alderperson Mrozek questioned whether employees who receive the stipend are required to wear the safety toed shoes. Human Resource Manager Jakusz stated that is correct; these employees would be required to wear the safety toed shoes whenever they are in the field doing inspections.

Motion by Alderman Patton, second by Alderperson Mrozek to approve the amendment to Administrative Policy 3.01 adding Inspectors to those receiving a stipend for safety toed shoes.

Ayes all, nays none. Motion carried.

5. Request to move Utility Management Employees to the Central States Health Plan effective 1/1/2016.

Chairman Phillips referred to Director Lemke’s memo that was included in the packet.

Human Resource Manager said that in the past few years there have been several promotions from the hourly employees to management positions. Because the hourly employees are on the Central States Plan and the management employees are on the City's self-funded health plan, those promoted have had to change health plans mid-year which meant the possibility of having to meet deductibles on two separate health plans.

Motion by Alderman Slowinski to approve moving the Utility Management Employees to the Central States Health Plan effective 1/1/2016, second by Alderperson Oberstadt.

Ayes all, nays none. Motion carried.

6. Adjustment to pay grade for Drop off Attendant Position.

Chairperson Phillips stated that after the completion of the pay study, he and the former Mayor were tasked with reviewing and making a determination for those employees who appealed the placement of their position. He stated that this employee did not appeal the grade placement for his position. He added that based on the information provided in Director Schatschneider's request, if the grade placement had been appealed, he would have been in favor of granting the appeal and placing the position in F. He noted that movement of this position to this grade will not result in any additional compensation because his pay is redlined in grade F as well.

Alderman Patton moved to approve the request, Alderman Slowinski seconded.

Ayes all, nays none. Motion carried.

7. Adjournment – 7:04 p.m.