

PERSONNEL COMMITTEE MEETING
Monday, January 11, 2016 – 6:00 p.m.
Lincoln Center ~ 1519 Water Street

PRESENT: Chairman Phillips; Alderpersons Mrozek, Slowinski, Patton

EXCUSED: Oberstadt

OTHERS

PRESENT: Mayor Wiza; C/T Ladick; Attorney Beveridge;
Alderpersons Kneebone, Doxtator, McComb, Ryan, Morrow;
Directors Lemke, Ostrowski, Schrader, Schatschneider; Chief Finn;
Chief Skibba; Barb Jacob; Cathy Dugan; Bob Larson; David Shorr;
Bob Fisch; Jeremiah Kaminski; Jane Johnson, Bobbie Amanr; Denny
Rosenthal; Sarah Mutschlecner; Karl Weyers; Melanie Duncan; Justin
Lechleiter; Allen Rasmussen; Bruce Gerland; Julie Schneider; Chuck
Glodowski; Brandon Naeger; Mark Balhorn; Matthew Brown; Tricia
Church; Mary Meyer; Kyle Knoke; Dejan Kuzmanovic; Jim Spreda;
Sari Lesk ~ SPJ; Nate Enwald ~ PC Gazette; Brandi Makuski ~ SPCT;
Human Resource Manager Jakusz

Chairman Phillips called the meeting to order.

1. Amendment to Administrative Policy 1.02 Fair Employment.

This amendment was requested by Mayor Wiza. Mayor Wiza is also requesting that the term "sexual orientation" be added to the list of protected statuses in the policy language.

Aldersperson Mrozek moved to approve the amendment to Administrative Policy 1.02 – Fair Employment and to include the Mayor's suggestion of adding sexual orientation. Alderman Slowinski seconded.

Chairman Phillips asked City Attorney Beveridge if these additions to the policy would already be covered under either state or federal law. City Attorney Beveridge indicated that he could not be one-hundred percent certain without reviewing law, but his guess would be that yes, they are included.

Alderman Patton suggested simplifying the policy by modifying the wording to indicate the City of Stevens Point won't discriminate against people. City Attorney Beveridge replied that there are times and

circumstances that allow for discrimination. For example, if we advertise for a position in the Streets Department and only accept those who meet the qualifications, it could be construed that we were discriminating against the balance of the applicant pool.

Victoria Schneider spoke out in favor of the amendment based on the personal experiences of a friend of hers.

Robert Steinke also spoke out in favor of the amendment. He stated that a family member came out as transgender and as a result experienced discrimination in housing, employment and other matters.

Elliott Mutschlecner also spoke out in support of the policy amendment based on his personal experience as a transgender person. He voiced his support of anti-discriminatory policies.

Cathy Dugan spoke in support of the policy amendment.

David Shorr spoke in support of the policy amendment.

Action on the motion: Ayes all, nays none. Motion carried.

2. Request to hire a limited term Mechanic – Transit

Chairman Phillips reviewed the memo from Director Lemke relating to this request. It was noted that Director Lemke was present in the event of any questions related to the request.

Motion by Alderman Slowinski, second by Alderman Patton to approve the hiring of a limited term Mechanic in Transit. Ayes all, nays none.
Motion carried.

3. Adjournment – 6:16 p.m.