

PERSONNEL COMMITTEE MEETING
Monday, November 14, 2016 – 6:00 p.m.
Lincoln Center ~ 1519 Water Street

PRESENT: Chairman Slowinski; Alderpersons Oberstadt, Johnson, Shorr

EXCUSED: Alderman Shorr

OTHERS

PRESENT: Mayor Wiza; C/T Ladick; Attorney Beveridge; Clerk Moe;
Alderperson(s) Ryan, Kneebone, Phillips, McComb, Dugan,
Doxtator; Director(s) Lemke, Schrader, Ostrowski; Chief Finn; Chief
Skibba; Jake Pederson; Jacob Bobreder; Tricia Church; Nate
Enwald ~ PC Gazette; Human Resource Manager Jakusz

Chairman Slowinski called the meeting to order.

1. Amendment to Administrative Policy 1.07 – Harassment

Human Resource Manager Jakusz explained that this is an entirely new policy. Since our relationship began with Cities and Villages Mutual Insurance Company (CVMIC) earlier this year, more training has been afforded to department heads and employees. The upcoming training session for employees is on harassment. They are providing two training dates; one in late November and one in early December. After reviewing our current policy and CVMIC's policy, the City Attorney felt comfortable with using their policy as a template and tailoring it to fit the City of Stevens Point.

Alderperson Johnson indicated that because the policy is lengthy, it would have been her preference to have the policy the month prior as a discussion item for the committee with action the following month. She indicated that she had not had the time to read through the draft policy in its entirety.

The City Attorney stated that the policy re-write includes more modern language including retaliation and prohibits certain behavior. Our relationship with CVMIC puts the City on good footing; we tend to go

through their recommendations and find them favorable as they strengthen the City's position.

Aldersperson Johnson asked whether the Council would be apprised in the event such a claim were filed. The City Attorney replied that any disciplinary action would work up the chain.

Aldersperson Johnson moved to approve the policy amendment; Aldersperson Oberstadt seconded.

Aldersperson Kneebone stated that during her time as a federal employee, the VA had included in their harassment policy a timeline for the investigatory process. In addition, the VA had selected two employees to attend EEOC training; employees who had an issue could come to fellow employees if they felt more comfortable doing so than going to a supervisor or department head.

Mayor Wiza stated that staff can review the possibility of modifying the policy in the future to include a timeline.

Aldersperson Johnson added a friendly amendment to her original motion that staff work with Aldersperson Kneebone and CVMIC to work on adding a timeline to the policy; Aldersperson Oberstadt was agreeable to the amendment to the original motion.

Ayes, all nays none. Motion carried.

2. Adjournment – 6:17 p.m.