

PERSONNEL COMMITTEE MEETING  
Monday, January 9, 2017 – 6:09 p.m.  
Lincoln Center ~ 1519 Water Street

PRESENT: Chairman Slowinski; Alderpersons Johnson, Oberstadt, Morrow  
(arrived at 6:10 PM)

EXCUSED: Alderman Shorr

OTHERS

PRESENT: Mayor Wiza; C/T Ladick; Attorney Beveridge; Clerk Moe;  
Alderpersons Dugan, Doxtator, Phillips, Kneebone, McComb, Ryan;  
Director(s) Lemke, Schrader, Schatschneider; Chief Finn; Chief  
Skibba; Carrie Freeberg; Tori Jennings; Chris Villarreal; Brandi  
Makuski ~ SPCT; Human Resource Manager Jakusz

Chairman Slowinski called the meeting to order.

Discussion and possible action on:

1. Amendment to Administrative Policy 3.01 Standard Benefits – Life Insurance for those on the Teamster / Central States Health Plan  
Human Resource Manager Jakusz explained that this amendment is “clean up” from when the management employees at the Utility migrated to the Central States Health Plan; that plan affords additional life insurance coverage so the additional benefit (shown as ~~stricken~~ in the draft amendment included in the packet), was discontinued.

Motion by Alderperson Johnson moved to approve the amendment, second by Alderperson Oberstadt. Ayes all, nays none. Motion carried.

2. Request to hire Assistant Fire Chief above Step 3 on the Pay Matrix  
Human Resource Manager Jakusz referenced the memo from PFC President Gary Wescott and the City Policy relating to promotions that were included in the packet. A subsequent handout from C/T Ladick detailing the calculation of pay that led to the request from the PFC President of Step 5 of Grade S was distributed and reviewed.

Alderperson Johnson asked Chief Finn if he had anything to add. He commented that he was in agreement with the calculation of salary,

overtime and holiday pay to determine a starting pay rate for A/C Baganz.

Motion by Alderperson Oberstadt, second by Alderman Morrow to approve setting the salary for A/C Fire Chief Baganz at Step 5 of Grade S which has an annual salary of \$81,266. Ayes all, nays none. Motion carried.

3. Request from Director Lemke to create a Foreman position

Chairman Slowinski stated that he pulled this item from the agenda. Part of the Market Survey process with Springsted is to provide the City with a tool to use to evaluate positions for placement in a pay grade; this position will be used as a "test case" for the tool.

Alderperson Johnson stated that when this request does come forward at some point in the future, she'd like to also see a hierarchy chart for the department.

4. Adjournment – 6:15 p.m.