

PERSONNEL COMMITTEE MEETING
Monday, October 8, 2018 – 6:14 p.m.
Lincoln Center ~ 1519 Water Street

PRESENT: Chairperson McComb; Alderpersons Jennings, Dugan, Nebel

EXCUSED: Alderperson Oberstadt

OTHERS

PRESENT: Mayor Wiza; C/T Ladick; City Attorney Beveridge, Clerk Piotrowski; Alderperson(s) Phillips, Slowinski, Johnson, Shorr, Morrow; Director(s) Beduhn, Lemke, Ostrowski, Schrader; Chief Finn; Chief Skibba; Human Resource Manager Jakusz

Chairperson McComb called the meeting to order.

Discussion and possible action on:

1. Annual Salary for the office of Mayor for 2019- 2022

Mayor Wiza reviewed his memo that was included in the packet. He added that this action will set the salary for the term of office and reminded that elected official salaries cannot be changed mid-term.

Alder Dugan stated that she is supportive of the idea.

Alder Jennings voiced her concern over raising the pay. She noted that the City's salary is on the upper end of the comparables provided and that our Mayor has spent \$8,000 on mileage, public relations and education. She asked where the money will come from.

Alderman Morrow asked if there is money available in the budget for this recommended increase.

Comptroller Treasurer Ladick indicated that funds are available in the 2019 budget and added that the 1% increase equates to approximately \$1,000. He also added that this is less than the general increase anticipated for other City employees.

Alder Jennings asked if this is an incentive; would an employee do less of a good job if the salary isn't increased.

Mayor Wiza replied that we want to offer a comparable and competitive salary.

HR Manager Jakusz reminded that the salary is for the position itself and not necessarily tied to the incumbent.

Aldersperson Nebel moved to approve the recommended salary for the Office of Mayor for the 2019 – 2022 term; Alder Dugan seconded.

Motion was carried on a 3 – 1 vote; Alder Jennings dissenting.

2. **Aldersperson Salary**

Mayor Wiza reviewed his memo that was included in the packet.

Alder Jennings stated she is not doing this for the money. She indicated disappointment over the lack of funding available for mailings; \$272 for travel and education. She added that she would prefer having an increase to this budget line item.

Mayor Wiza stated that it is the will of this body not to increase the salary for Alderspersons and make a recommendation to the Comptroller Treasurer to increase the operational budget – there will be a special Finance Committee meeting to discuss the budget on October 22.

Alder Dugan asked whether it was an “either or” situation.

Alder Nebel stated that she’s used her own money for mailings as she wasn’t aware of this line item.

Comptroller Treasurer Ladick stated that he is hoping to be able to both. The goal is to have the line item previously discussed to allow Alders to do one mailing per year to their constituents focused on City business (i.e. listening sessions).

Alderman Phillips stated his opinion that we need to hold the line as it is one big pot of money. He isn’t in favor of cutting things so everyone can get a raise.

Alder Johnson stated that she tends to agree with Alderman Phillips. Instead of an increase in salary, she’d prefer an increase in the budget line item for training and outreach.

Alder Nebel stated that \$80 isn’t going to make or break her; she’d rather see the money go toward mailings or training.

Alder Nebel made a motion to increase the line item for training and other Alderperson needs instead of increasing the Alderperson pay; Alder McComb seconded.

Ayes all; nays none. Motion carried.

3. Addition of voluntary accident insurance coverage for employees

Chairperson McComb called on CT Ladick regarding this item. He stated that the request is for permission to add a voluntary accident insurance benefit for City employees. It is an employee paid benefit so there is no financial impact to the City.

Alder Dugan moved to approve the request; Alder Jennings seconded.

Ayes all; nays none. Motion carried.

4. Amendment to City Ordinance 5.04 - Officers of Department (Police)

Chief Skibba reviewed his memo and draft ordinance amendment that was included in the packet regarding his request.

HR Manager Jakusz indicated that the Police Department was the only department in the City that had their staffing detailed in an ordinance.

Alder Jennings moved to approve the request; Alder Nebel seconded.

Ayes all; nays none. Motion carried.

5. Adjournment – 6:45 p.m.