

PERSONNEL COMMITTEE MEETING
Monday, October 11, 2010 – 7:43 p.m.
Lincoln Center ~ 1519 Water Street

PRESENT: Chairperson Molski; Alderpersons Moore, M. Stroik, Brooks, Slowinski

ALSO

PRESENT: Mayor Halverson; C/T Schlice; Alderpersons Suomi, Mallison, Trzebiatowski, O'Meara; Directors Halverson, Ostrowski, Lemke, Schrader; Assessor Siebers; Deputy C/T Freeberg; Assistant to Mayor Pazdernik; Barb Jacob; Reid Rocheleau; Matthew Brown ~ Portage County Gazette; Brian Kowalski ~ Stevens Point Journal; Human Resource Manager Jakusz

Chairperson Molski called the meeting to order.

1. Request to fill vacancy ~ Community Development Department.

Mayor Halverson noted that Barb Iris, a long-term City employee has announced her retirement. He noted that she will be greatly missed and difficult to replace. Alderman Moore moved to approve filling the vacancy; Alderperson M. Stroik Seconded. VOTE: 4 ayes; 1 abstention (Slowinski). Motion carried.

2. Request to create part-time Account Clerk I position ~ Comptroller/Treasurer's Office.

Comptroller Treasurer Schlice indicated that fulfilling the requirements under GASB (Governmental Accounting Standards Board) takes up additional staff time. He also noted that prior audit reports have indicated that staffing in his department is below where it ought to be. He also stated that it is not his practice to spend City dollars unnecessarily. It has gotten to a point where staff takes work home and on vacation and it's not appropriate.

Alderman Slowinski moved to approve the request, Alderman Brooks seconded. Ayes all; nays none. Motion carried.

3. Discussion and possible action on step increases for Director of Public Works and City Engineer.

Mayor Halverson stated that this request is to move the pay in line according to internal comparables as well as comparables in Central Wisconsin.

Alderman Moore questioned whether the two positions were placed in the wrong grade. Mayor Halverson responded that the restructuring of job functions triggered the

grade changes. Charlie Carlson (Carlson Dettman ~ firm that was hired to study and modify management pay plan in 2007) placed the position in grade, but not step.

Mayor Halverson added that movement to step would be dependent upon satisfactory performance.

Aldersperson Molski moved to approve the request; Alderman Brooks seconded. Ayes all; nays none. Motion carried.

4. Discussion and possible action o Elected Officials Salary for Aldersperson for 2011.

Human Resource Manager stated that per the City Attorney, any pay raise approved would be effective in May of 2012, not 2011.

Mayor indicated that he encourages City Alderspersons to travel in their districts and attend meetings. He added that the salary has been frozen since 2005.

Alderman Slowinski stated his feeling that if we as a City are asking others to take a pay freeze than the Alderspersons should have a freeze as well. He indicated he will vote in the negative.

Brooks indicated that the \$500 increase recommended by the Mayor is not a big difference. His preference would be increasing the Alderspersons ability to do their jobs ~ providing laptop computers as a way of saving shipping, postage and paper could be an option.

Aldersperson Molski questioned what happened with the "tough book" laptops that came out of the police squads? Could these be used by the Alderspersons? Mayor Halverson replied that these are more expensive pieces of equipment and are being utilized in engineering vehicles.

Moore reminded that the pay increase before the Committee tonight may not even go to anyone who is currently a Council member, but to those that replace them.

Alderman Moore voted to approve the Mayor's recommendation; Alderman Brooks seconded. Further discussion ensued.

Reid Rocheleau states that he applauds Alderman Slowinski and Brooks for coming up with ideas. He voiced his opinion that the City should go to per diem pay per meeting attended instead of a flat salary received whether or not you attend a meeting. He also

pointed out that citizen members of the Parks Board and Plan Commission do not get paid. He feels the \$500 raise is uncalled for.

Barb Jacob indicated her agreement with Reid Rocheleau. She feels the City should either change the pay structure or put all council members of the same number of committees.

Alderman Brooks stated that he is willing to vote in the affirmative but feels the item should be pulled, or he will pull it at the Council meeting so the entire council can discuss the issue.

VOTE: 3 ayes (Moore, Brooks, Molski); 2 nays (Slowinski, M. Stroik). Motion carried.

5. Discussion and possible action on the Mayoral Salary for the 2011-2014 Term of Office. Alderman Moore moved to approve and send on to Council so the Council as a whole can discuss; Alderman Brooks seconded. Discussion ensued.

Reid Rocheleau feels that a salary of \$65,000 is an insult to the position and City for full time, 24 hour a day, 365 day a year job. This is the CEO of the community. He feels the position should be paid at least more than the highest paid employee that the Mayor supervises.

Barb Jacob stated that she looked at salaries of other City officials, and he's second lowest paid in the department heads and executives. She feels the salary should more appropriately be set at \$72,000 and that the City needs to make the salary look more appealing.

VOTE: Ayes all; nays none. Motion carried.

6. Adjournment ~ 8:23 p.m.