

Personnel Committee

Monday, December 8, 2008, 6:05 p.m.

Lincoln Center, 1519 Water St. Present: Chairman Hanson; Alderpersons Molski, Moore, Wiza

Absent: Myers

Also Present: Mayor Halverson; C/T Schlice; Clerk Moe; Attorney Molepske; Alderpersons Stroik, Trzebiatowski, Brooks, Heart, Walther, Slowinski; Directors Euclide, Halverson, Schrader, Gardner; Chief(s) Zinda, Morris; Assessor Siebers; Police & Fire Commission President Schleibs; Water & Sewage Commission Chairman Adamski; Donald Popoff; Bill Soik; Jason Glisczynski; Renae Williams; Kelley Pazdernik; Joan Ouellette; Mary Ann Laszewski; Tim Sullivan; Reid Rocheleau; Tricia Church; Gene Kemmeter - Portage County Gazette; Lisa Jakusz

Chairman Hanson called the meeting to order.

Index of these minutes:

1. Discussion and possible action on request for exemption to City Administrative Policy 1.06.
2. Discussion and possible action on pay increase for School Crossing Guards.
3. Discussion and possible action on request to re-fill vacancy in the Transit Department.
4. Discussion and possible action on creation of IT Network Administrator position.
5. Adjournment.

1. Discussion and possible action on request for exemption to City Administrative Policy 1.06.

Included in the packet was a copy of the above-referenced City Administrative Policy as well as a memo from Mayor Halverson regarding the request.

Alderson Molski moved to approve the exemption to City Administrative Policy 1.06, Chairman Hanson seconded, discussion ensued.

Alderman Molski stated that Kim Halverson was a longstanding employee and her son had nothing to do with her appointment as her appointment precedes his election.

Alderman Wiza stated that this relationship violates state law; it is a conflict of interest both were aware of prior to the election.

The City Attorney stated that it is a unique situation. The people of Stevens Point elected the Mayor; he's not supported financially by his mother or vice versa. Our policy does provide for a waiver.

Alderman Wiza stated the Administrative Policy provides for a waiver; if the City Council approves this waiver, are we in compliance with state law?

The City Attorney responded that he has reviewed the Statute the Alderman is referring to and he believes we are in compliance with state law. Another option would be to have another committee make the recommendation for appointment with the Mayor abstaining.

Reid Rocheleau voiced his opinion that it's not only a legal question, it's ethical and moral. The question isn't her term of employment or anything else; it comes down to his desire to be Mayor more important to him than his mother.

Rocheleau went on to state that there is also an Alderman in the City with a similar conflict; her child works for the Mayor's mother. What are the potential repercussions?

Why didn't the Mayor work this out with his mother before the election? It's egregious. This is not right. Somebody is going to have to go. Maybe she should retire and Wiza and Amy Heart could have a run off. I suggest you resign. You represent the public; is this what the public wants?

The Water Department could run well without her.

I want the people who represent me on the City Council (Ald. Stroik, Ald. Brooks) to vote "no".

Tim Sullivan questioned whether the Mayor saw the relationship presenting a problem. Mayor replied that he had spoken with the League of Municipalities during the election regarding the matter and the City Attorney immediately following the election, as well as the City's labor attorney Dean Dietrich. Based on the City presence of the City's policy I did not think there was a problem.

Alderman Stroik commented, the policy states where one employee would have supervisory authority over another. The policy outlines the process for exemption - she (Kim Halverson) was appointed prior to this administration; she may be here long after this administration - who knows. I clearly think this is the right thing to do. It would be a different story if it were a new appointment.

Alderman Brooks addressed the committee and noted that Kim Halverson is doing a great job. He noted that she was appointed prior to the Mayor. Favoritism is not possible - everything goes through procedure and practice and approval of the Council.

Mayor Halverson stated that there are mechanisms in place to insulate the relationship. The Water & Sewage Commission Chair and Secretary do the evaluation and then we meet to set annual goals. I oversee the day to day and the Commission Chair/Secretary oversees on a monthly basis. He added that if anything, he is harder on Director Halverson than the other Directors.

Alderman Wiza referred to the Mayor's statement as an admission that he is treating his mother differently than other City Directors. If this exemption is approved, it becomes a matter of whose attorney would prevail in court as well as cost of \$50,000 the associated cost. This exemption should have been requested well in advance.

Mayor Halverson replied that it is highly doubtful the matter would end up in court.

The City Attorney stated that other cases of exemption were not located. He added that there have been a few children of employees hired, but none in an immediate supervisory position.

He added that the other point to keep in mind is that Ms. Halverson is an employee is a protected class (female over 40) with no performance issues noted in her file. He stated that the cost defending the waiver wouldn't exist under the current circumstances.

MaryAnn Laszewski stated that both Mayor Halverson and Kim Halverson are good and responsible people. She added that it is unfortunate that this was not discussed as residency was not discussed during the campaign. Modern governments have chosen not to use family members; this is not the level where exemptions should exist. If we are to keep policy, how can we stop partiality. Ms. Laszewski requested individual voice vote.

Motion failed with a 2-2 vote.

Ayes: Molski, Hanson

Nays: Moore, Wiza

2. Discussion and possible action on pay increase for School Crossing Guards.

Alderman Moore moved to approve a 3% pay increase for school crossing guards effective 1/1/2009, increasing pay from \$8.87 to \$9.14 per crossing; Alderman Wiza seconded. Ayes all; nays none. Motion carried.

3. Discussion and possible action on request to re-fill vacancy in the Transit Department.

Alderman Wiza moved to approve refilling the vacant Bus Operator position; Alderman Moore seconded. Ayes all; nays none. Motion carried.

4. Discussion and possible action on creation of IT Network Administrator position.

Alderman Wiza stated he has reviewed the request and job description and can't see creating full time position for the Police & Fire Commission. If the position were working for the entire City that may justify job otherwise he feels it will be full time for approximately six months.

Dave Schleihs, President of the Police & Fire Commission indicated that the goal with the reorganization of the Police & Fire Departments is to maximize the IT and software currently used and improve the working relationship between the software of the two departments. It is an important piece of the reorganization.

Chief Morris added that the Police and Fire Departments paid Portage County \$23,100 per year to act as network administrator. Specialized Computer Systems has been paid \$100,400 over the past four years for their work on hardware alone. The money saved from not utilizing outside sources for these services will more than offset the cost of the position.

Working on Portage County EMS software/crime data using UCR through the state will have more work than 2080 per year. We need to bring the work back in-house to work on integrating GIS and mapping for the Fire Department, EMS and Police Department to improve efficiencies. Chief stated that he is asking consideration and support for this non-sworn position.

Alderman Stroik voiced his support for this position as well. In his experience as the liaison between the Police & Fire Commission and the City, he has learned that one issue with negotiating the ambulance contract with the County has been the City doesn't have a good way to identify true EMS costs. He feels this job is likely more than one person can handle, but it's a start. We need to have the right information, good information at our disposal to make appropriate decisions.

It is possible that this could evolve into a City-wide position.

Alderman Wiza stated that it doesn't make sense to have a network person do analyst work; analyst work is entry-level. It's a matter of extracting information and making it into a report. Does the salary fit? Are we getting the best bang for our buck? Maybe a better route would be part time IT Network and part time analyst.

Chief Morris stated that it appears the title is giving us cross purposes. The Tech portion is higher level work, but not writing programs - it is more of troubleshooting program interface issues. He added that if you have faith and give us a chance; the purpose is not to build an empire but to address issues that currently exist.

Alderman Wiza asked who the employee will report to. Chief Morris stated that it will be a direct report to the Administrative Director and time will be provided to each of the three program areas (Police, Fire and EMS) based on need. Chief Morris indicated that he can't say what will happen in down the road (relative to direct report for this position if it were to become City-wide).

Alderman Wiza responded that he does trust Chief Morris and would be willing to consider a one year approval for review at the end of the year. He added that he would be willing to work with the Administrative Director and the Police & Fire Commission to develop standards.

Alderman Stroik urged caution stating that the position may be hard to fill if it has a sunset.

Police & Fire Commission President Schleihs stated that the Police & Fire Commission is planning to do a one year review of the position. He also asked the committee members to keep in mind that the position will be filled 1/1/09; it is more likely to have it filled in the first quarter.

Mayor Halverson voiced his support of the creation of this position and stated that as part of the restructuring of the Police and Fire Departments, this IT position will help with streamlining as part of the reductions to staff to reinvest money in a productive fashion.

Police & Fire Commission President Schleihs stated that one full time employee would be better able to handle EMS, Police and Fire department needs versus putting two part time employees together. He also added that there are confidentiality issues relative to sensitive data such as medical information and law enforcement information.

Alderman Wiza stated that a position is warranted. His only concern would be paying \$60,000 for a person to write reports. He believes that data extraction is the most critical right now and we can have Specialized continue to do networking. He questioned who has the authority to review the continuation of this position.

The City Attorney responded that authority is ultimately with the Common Council.

Alderman Wiza moved to approve the creation of the IT Network Administrator position; Alderman Molski seconded. Ayes all; nays none. Motion carried.

5. Adjournment - 7:15 p.m.

The meeting minutes reproduced on this website are derived from the computer files used to produce the official minutes for the City of Stevens Point, but are unofficial. The minutes on this web site cannot be certified under s. 889.08, Wis. Stats., and cannot be considered prima facie evidence under s. 889.04, Wis. Stats. Certain tables, maps, and other documents that are a part of the official minutes are not included in the files reproduced on this website. Please consult the printed minutes, available in the City Clerk's Office, for the official text. The decisions made by City of Stevens Point boards, committees, and commissions (other than the Police & Fire Commission) are advisory only and are not binding on the city until affirmed at a meeting of the Common Council. Some of the minutes on this web site might not be approved by the Common Council as of

today.