

Meeting Minutes

Personnel Committee

Monday, June 9, 2008, 7:10 p.m.

Lincoln Center, 1519 Water Street Present: Chairman Hanson; Alderpersons Molski, Moore, Myers, Wiza

Also Present: Mayor Halverson; C/T Schlice; Attorney Molepske; Clerk Moe; Alderpersons Trzebiatowski, Walther, Slowinski, Brooks, Heart, Stroik; Directors Halverson, Euclide, Schrader, Gardner; Assessor Siebers; Chief Morris; Captain Dowling; Officer Dean; Chief Barnes; D/C Zinda; Mary Ann Laszewski; Jami Gebert; Jacob Calhoun; Pete Ananiadis; Anna Haines; Ellie Jackson; Erika Wolf; Katie Kloth; Rick Whipp; Cathy Dugan; Ryan Cordy; LeRoy Cordy; Jackson Case; Wayne Bushman; Reid Rocheleau; Tom Barrett; Jason Glisczynski; Sarah Robinson; Jen Knade; Eric Olson; Kari Wroblewski; Bobbi Kubish; Gene Kemmeter ~ Portage County Gazette; Lisa Jakusz

Chairman Hanson called the meeting to order.

1. Request to re-fill Director of Public Works.

Alderman Molski moved to approve the process of re-filling the Director of Public Works position; Alderman Wiza seconded. Ayes all; nays none. Motion carried.

2. Placement of Deputy Fire Chief's on the Management Pay Plan

Mayor stated that he has a modification to the recommendation outlined in his memo. He explained that the step and salary identified were the recommendation from Carlson Dettmann based on the Deputy Fire Chief's not receiving OT pay. The study of the Fire Department conducted by Virchow Krause indicate that the continuance of overtime for these employees allows the City a good "bang for its buck" and should be permitted to continue. Based on this, the recommendation would mirror what occurred for other non-represented employees, 3% increase January one and then movement to the step that provides a pay increase on the employee management date with documented satisfactory performance. The positions were placed in Grade K and the incumbent employees would move to Step 2 on their management anniversaries under the criteria already noted. The annual salary for Step 2 of Grade K is \$59,200.

Alderman Wiza questioned how much overtime was earned by the Deputy Chief's in 2007. Mayor Halverson responded that D/C Kujawa earned approximately \$20,500; D/C Zinda earned approximately \$18,500. D/C Finn started in October and didn't earn any overtime to speak of. Lisa Jakusz stated that 2007 was somewhat of an anomaly for overtime for D/C's in the Fire Department due the former D/C Jay Gordon left in April and the vacancy wasn't filled until D/C Finn started in October.

Chief Barnes responded to questions regarding the assignment of over time and the different kinds of overtime (minimum staffing versus administrative) raised by Alderman Brooks.

Alderman Wiza moved to approve the placement of the Deputy Fire Chief's on the Management Pay Plan as discussed (movement to Step 2 of Grade K with an annual salary of \$59,100 with documented satisfactory performance); Alderman Moore seconded. Ayes all; nays none. Motion carried.

3. Discussion and possible action on Interim Fire Chief Recommendation(s)

Alderman Wiza moved to name John Zinda as interim Fire Chef effective June 14, 2008 with the guidelines as set forth (see attachment) at an annualized salary of \$74,168.00; Alderperson Moore seconded. Ayes all; nays none. Motion carried.

4. Discussion and possible action to amend Administrative Policy 3.03 Travel Reimbursements (Meal Allowance(s))

Alderman Wiza moved to amend Administrative Policy 3.03 Travel Reimbursements (Meal Allowance(s)) to the following amounts:

Breakfast: \$7.00

Lunch: \$9.00

Dinner: \$17.00

Total per day: \$33.00

Alderman Moore seconded. Ayes all; nays none; motion carried.

The Personnel Committee meeting was recessed at 7:27 p.m. to allow for the Special City Council Meeting at 7:30 p.m.

The Personnel Committee meeting was resumed at 8:03 p.m.

5. Adjourn into closed session (8:05 p.m.) pursuant to Wisconsin State Statute 19.85(1)(e) and (f) for:

A. Update on bargaining and review of IAFF Local 484 2007-2008 Tentative Agreement.

B. Consideration of a request to extend a medical leave of absence.

Alderperson Wiza moved to enter closed session; Alderperson Moore seconded.

Roll Call: Ayes: Chairman Hanson; Alderpersons Molski, Moore, Myers, Wiza

Nays: None. Motion carried.

6. Reconvene into open session (8:20 p.m.) for possible action on:

A. IAFF Local 484 (Firefighter) 2007-2008 Tentative Agreement.

B. Request to extend medical leave of absence.

Alderperson Wiza moved to reconvene into open session; Alderperson Moore seconded.

Roll Call: Ayes: Chairman Hanson; Alderpersons Molski, Moore, Myers, Wiza

Nays: None. Motion Carried.

Alderperson Molski moved to recommend ratification of the 2007-2008 IAFF Local 484 Tentative Agreement; Alderperson Moore seconded. Ayes all; nays none. Motion carried.

Alderperson Wiza moved to deny the request to extend a medical leave of absence; Alderperson Moore seconded. Ayes all; nays none. Motion carried.

Meeting Adjourned at 8:22 p.m.

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