

Meeting Minutes

Personnel Committee

June 11, 2007, 6:21 p.m.

City Water Department, 300 Bliss Avenue

Present: Chairman Hanson; Alderpersons Molski, Moore, Wiza, Myers

Also Present: Mayor Halverson; C/T Schlice; Alderpersons Stroik, Heart, Slowinski, Trzebiatowski, Walther, Barber; City Attorney Molepske; Sue Olbech; Director(s) Halverson, Euclide, Gardner; Chief Barnes; Captain Dowling; Chief Morris; Tricia Church; Bonnie Groshek; Kathy Wachowiak; Clerk Moe; Jami Gebert; Dennis Laidlaw; Gene Kemmeter - Portage County Gazette; Jason Zencka - Stevens Point Journal; Lisa Jakusz

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1. Request to fill Parks Department vacancy.
2. Discussion and possible action on organizational changes for the Department of Public Works.
3. Discussion and possible action on selection of vendor for compensation study for non-represented employees.
4. Adjournment.

Chairman Hanson called the meeting to order.

1. Request to fill Parks Department vacancy

Personnel Specialist Jakusz referred to Director Schrader's memo from the packet. She advised that this is an already budgeted position and that Mayor Halverson had reviewed the request and approved it.

Alderson Molski moved, Alderson Wiza seconded, to approve filling the upcoming Parks Custodian vacancy. Ayes all, nays none; motion carried.

2. Discussion and possible action on organizational changes for the Department of Public Works

Director Euclide stated that the status quo is 2 supervisors for 40+ employees which he feels is inadequate. Part of the reorganization would be to eliminate one union Lead position. The anticipated cost for the reorganization if a Lead applies for and is selected for the position would be \$1,900 - \$3,000. He added that he is not adding to the total number of positions in the department.

Chairman Hanson voiced his concern that the cost could increase depending upon the outcome of the anticipated management pay plan study. Director Euclide responded that the amount won't make much difference.

Alderman Stroik suggested approving the reorganization (adding the supervisor), and postpone filling until after the management pay study is completed.

Alderman Molski suggested waiting until the current Superintendent of Streets retires and a new one is hired to see how that individual feels about this new position and they can participate in the hiring process. Director Euclide responded that the two existing supervisors in the department are in agreement with the reorganization.

Mayor Halverson spoke in support of the reorganization and stated that he too feels there are too few supervisors per employee.

Alderman Wiza moved to postpone action on the reorganization until the results from the management pay plan study are known or no later than the August 2007 Personnel Committee Meeting, Alderman Moore seconded. Discussion ensued.

Alderman Stroik questioned whether the committee would not allow the reorganization if the pay plan cost is too great? He again stated that if it is approved now with a postponement of filling the vacancy, it would appear on the organization chart as "unfunded".

Alderman Wiza stated that after the retirement of the current Superintendent the new person may want to move in and have input.

Alderman Myers stated that he understand the comments, however the request is coming from the department head who is responsible for overseeing the entire department.

Alderman Molski questioned what Lead position would be eliminated. Director Euclide responded that likely it will be the least senior.

Vote: 4 ayes; 1 nay (Myers dissenting). Motion carried.

3. Discussion and possible action on selection of vendor for compensation study for non-represented employees

Mayor Halverson addressed this agenda item. He stated that a request for proposal (RFP) was sent out to 4 vendors and responses were received from all 4. A review of the responses was conducted by the Mayor, the Comptroller-Treasurer and the Personnel Specialist. Based on that review, the Mayor is recommending that Carlson Dettman Consulting be awarded the project. Mayor Halverson reiterated previous concerns regarding the current pay plan that had been previously raised to the Personnel Committee; the management pay plan has not been addressed in 13 years. 70% of mid and upper level management may be turning over in the next 5 - 10 years.

Alderman Wiza indicated that although he doesn't mistrust those who reviewed the proposal, he would like to see all the proposals that were submitted prior to approving a vendor.

Motion by Wiza, second by Moore, to postpone action until the special Personnel Committee meeting is held on June 18, 2007. Ayes all; nay none. Motion carried.

4. Adjournment - 6:45 p.m.

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