

Meeting Minutes

Personnel Committee

November 12, 2007, 6:10 p.m.

Lincoln Center, 1519 Water Street

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

Also Present: Mayor Halverson, C/T Schlice; Alderpersons Walther, Stroik, Brooks, Heart, Slowinski, Trzebiatowski; Directors Halverson, Schrader; Chief Barnes; Captain Ruder; Chief Morris; Clerk Moe; Attorney Molepske; Kelley Pazdernik; Roosevelt Richardson; Tom Rogers; Assessor Siebers; CA-3 Coordinator Quirk;

Transit Manager Lemke; Steve Louis; Gene Kemmeter, Portage County Gazette; Charlie Carlson of Carlson Dettman Consulting; Personnel Specialist Jakusz

Chairman Hanson called the meeting to order.

Index of these minutes:

1. Request to hire above the minimum step - Fire Department.
 2. Presentation by Charles Carlson, of Carlson Dettmann Consulting on the non-represented employee pay plan study, followed by discussion and possible action on revised non-represented employee pay plan.
 3. Adjournment.
1. Request to hire above the minimum step - Fire Department.

Per the Chief's memo, he is requesting permission to hire the Deputy Fire Chief above the minimum of the pay grade at an annual salary of \$56,867.12.

Aldersperson Molski moved, Aldersperson Wiza seconded, all ayes to approve a starting salary of \$56,867.12 for Deputy Chief Finn. Ayes all; nays none. Motion carried.

Chief Barnes stated that this salary is less than his subordinates will be making.

2. Presentation by Charles Carlson, of Carlson Dettman Consulting on the non-represented employee pay plan study, followed by discussion and possible action on the reviewed non-represented pay plan

Mayor Halverson introduced Charlie Carlson from Carlson Dettman whose company was contracted to conduct the non-represented pay plan study. Mr. Carlson gave a presentation that gave a synopsis of his report and findings.

Alderman Wiza noted the findings related to the overtime paid to the Deputy Fire Chiefs and referred to it as a "good find". He questioned Mr. Carlson's reference to a CFO versus an elected Comptroller/Treasurer position that the City currently has. Mr. Carlson responded that our current Comptroller/Treasurer has done a good job for the City, however, with an elected position, candidates may not have the skill set for the economic times ahead. Alderman Wiza voiced his disagreement.

Alderman Wiza questioned whether there's room for covering the steps to grade on anniversary date if the department budgets are as trim as they can be. Mr. Carlson responded that it will be up to the department heads to be creative and work with the Comptroller/Treasurer and Mayor to find areas of savings to offset costs in their 2008 budget.

Wiza questioned why the City Clerk and City Attorney weren't included on the list in the narrative. Mr. Carlson responded that he normally doesn't include the elected positions; he did however include the Comptroller/Treasurer title in that listing. All three of these elected positions were reviewed, however.

Transit Manager Lemke voiced the opposition to the placement of her position on the revised non-represented pay plan. She felt it was unfair that of the market comparable used, only one has a transit system. She also felt it unfair that she is being penalized because she lives outside of the City. Mr. Carlson addressed her concerns and noted to the Committee that this is a prime example of issues brought forward during an appeal.

Alderspersons Heart and Walther spoke in support of the Transit Manager.

Alderman Moore asked why the change in title from Personnel Specialist to Human Resources Manager. Mr. Carlson responded that the revised title better reflects the work that is done.

Alderman Moore asked Chief Morris how he felt about the revised plan. He responded that there are some issues that he will address in the appeal process. He added that the current plan had many areas of concern and the revised plan starts us down a path of addressing the issues.

Alderman Wiza asked Chief Barnes how he felt about the revised plan. He has concern and will exercise the appeal process over the elimination of the training officer and is unhappy over the elimination of overtime for the Deputy Chiefs.

Alderman Hanson moved to approve the summary and steps of the revised management pay plan, Alderman Myers seconded. Discussion ensued.

Alderman Wiza questioned whether the approval should be over the step and appeal process. Mr. Carlson commented that other communities he has worked with will acknowledge receipt of the report and endorse it to the full council with the understanding that the mayor and Human Resources will come back to the committee with policies relating to it.

Chairman Hanson called for the vote.

Ayes: Hanson, Molski, Myers

Nays: Wiza, Moore

Motion carried on a 3 - 2 vote.

3. Adjournment - 7:17 p.m.

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