

CITY OF STEVENS POINT

PERSONNEL COMMITTEE AGENDA

Monday, April 8, 2019 – 6:00 p.m.

Stevens Point Police Department – 933 Michigan Avenue

[A quorum of the City Council may attend this meeting]

Discussion and possible action on:

1. Request to hire LTE Clerical Support – SPFD.
2. Appointment of Scott Beduhn as Interim Director of Parks, Recreation, Forestry & Community Media.
3. 2019 – 2020 tentative agreement with the Stevens Point Police Officers Organization.
4. Adjournment.

Any person who has special needs while attending this meeting or needs agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569 or by mail at 1515 Strongs Avenue, Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00 p.m.

Memorandum

Date: April 1, 2019
To: Personnel Committee
From: Robert J. Finn, Fire Chief
RE: Request to hire temp employee



This memo is to request a temp employee for 12 weeks while the Administrative Assistant is out on Family Medical Leave.

The dates for employment are to be determined.

City of Stevens Point
1515 Strong's Avenue
Stevens Point, WI 54481-3594
Fax: 715-346-1530



Mike Wiza
Mayor
mwiza@stevenspoint.com
715-346-1570

April 10, 2019

MEMORANDUM

TO: Personnel Committee
FROM: Mayor Wiza *MW*
RE: Interim Director for Parks, Recreation, Forestry and Media

As you know, after 36 years of service to our community, Director Tom Schrader is retiring as on May 1st 2019. This department has been one of the most important factors in our community's quality of life opportunities and listed frequently as the most significant asset we have. We certainly do not want to rush to fill such a critical position and the process for replacement is moving along. As with any of our most impactful positions, we get all department leaders together to go over what, if any, changes could be made to improve efficiencies or interactions. That was one of our first steps.

An internal team then reviewed the Director's position description and made updates as needed before the position was posted for a nationwide search. To date we've had over 30 applicants. New applications come in every few days. Director Schrader and myself have reviewed all of these applications and narrowed the list to those we would like to interview. We have an interview team set and will begin those shortly.

Director Schrader has been working with his department to make sure operations run smoothly for as long as we need to make sure the position is filled with the correct candidate.

For the interim, I've asked Director Beduhn to work with Director Schrader to become familiar with projects that are in the works, such as Riverfront Rendezvous, lodge and facility rentals, and the project at K.B. Willett.

I would ask for the committee's approval in appointing Director Beduhn as Interim Director of Parks, Recreation, Forestry and Community Media, effective immediately. Because this is expected to be very short term, we have anticipated no financial impact for this appointment.

Stevens Point Police Officers Association
And
The City of Stevens Point

2019 -2020
Bargaining Summary

12/19/2018 Tentative Agreements:

1. City 1, Article 2 – Management rights: insert the word “Police and”....
These two words had previously been omitted from a sentence; this is a clean-up of existing contract language.
2. C2, Article 3 – Hours: delete Police School Liaison/ replace with School Resource Officer.
This is a modification to the title of the position.
3. C3/A2, Article 4 – Overtime: Call time language “*scheduled in advance compensated for supervisory duties*”.
This phrase will be added to current language to clarify existing language regarding call time for staff meetings:

“Call Time does not apply to staff meetings *scheduled in advance* (meetings of officers with the rank of sergeant or higher, and Reserve Shift Supervisors)...”
4. C4/A8, Article 28 – Fair share: delete and replace with Dues Deduction language.
This clean up that came about as a result of the Janus Supreme Court decision that requires a signed authorization form from individual employees in order for union dues to be deducted.
5. C5, Article 18 -Training: Section G language addition, Section K.1.e. language addition.
The change identifies a training day as a minimum of six (6) hours.
6. C6, Article 14 Health Insurance: language clean up.
We are removing old language that appeared in the contract prior to act 10 that had been stricken as health insurance plan design was deemed an “illegal subject of bargaining”. Previously, the union wanted to maintain the stricken language in the agreement that related to health insurance plan design in the event it would be later determined that this is a legal subject of bargaining.
This is a contract clean up.
7. A1, Article3, Section A – Hours: create 2 permanent shifts. **This will be maintained as a side letter for the duration of the agreement.**
8. A4, Longevity – language clean up.
This sentence is being stricken as it no longer applies to any current employees: “~~Employees serving on the Department prior to January 1, 1981 will receive longevity benefits previously credited by the Department.~~”

9. A9, Article 34 – Residency: clarification of map new boundaries established 27 mile radius from department.

The current addendum map was difficult to interpret and provided a much broader area employees could reside. I have attached the updated map.

03/20/19 Mediation session:

1. All current T/A's.
2. Article 17 – Clothing Allowance – increase from \$500.00 to \$700.00/ year.
3. Eliminate term “Corporal” and replace with “Sergeant”, and replace current “Sergeant” term with Lieutenant throughout contract.
4. Maintain “K9” side letter of agreement.
5. Maintain “Permanent Shift” side letter of agreement.
6. Duration – 2 years
7. Wages 2.5% across the board wage increase 01/01/19 and 2.5% across the board wage increase 01/01/2020.