

Meeting Minutes

Personnel Committee

Monday, August 8, 2005 - 7:00 P.M.

City Water Department - 300 Bliss Ave. Present: Chairman Molski, Alderpersons Barber, Wiza, Hanson, Robinson

Also Present: Mayor Wescott, Comptroller-Treasurer Schlice, City Attorney Molepske, Chief Morris, Captain Dowling, Deputy Chief Engebretson, Mayoral Assistant Ostrowski, Directors Euclide, Halverson, Gardner; Alderpersons Sevenich, Stroik, Barr, Moore, Walther, Trzebiatowski; Clerk Moe, Personnel Specialist Jakusz, Gene Kemmeter - Portage County Gazette

Chairman Molski called the meeting to order.

Index of these Minutes:

1. Request approval of out of state travel requests:

A. Transit Department.

B. Water Department.

C. Engineering.

2. Request consideration and approval of promotional pay - Police Captain.

3. Review and update of City Ordinance for Police Department, Section 5.04.

4. Adjourn into closed session (approximately 6:50 p.m.) pursuant to Wisconsin State Statute 19.85 (1) (e) and (f) for:

A. Streets Department Grievance - Overtime (Boyer).

B. Streets Department Grievance - Work Assignment (Worzalla).

C. Update on bargaining and review of AFSCME Local 348 (Clerical and Related) and AFSCME Local 309 (Transit) tentative agreements.

5. Reconvene into open session (approximately 25 minutes after adjourning into closed session) for action on:

A. Streets Department Grievance - Overtime (Boyer).

B. Streets Department Grievance - Work Assignment (Worzalla).

C. AFSCME Local 348 (Clerical and Related) and AFSCME Local 309 (Transit) tentative agreements.

6. Adjournment.

1. Request approval of out of state travel requests:

A. Transit

B. Water Department

C. Engineering

Alderman Wiza moved, Alderman Barber seconded, all ayes, to approve the out of state travel requests.

2. Request consideration and approval of promotional pay - Police Captain

Chairman Molski referred to the Chief's memo and subsequent Police & Fire Commission minutes which approved setting the promotional salary at the mid-point of grade. Personnel Specialist Jakusz advised that the current management pay plan does not have specific guidelines for setting promotional salaries. During her tenure, the City has followed a practice of approving promotional salaries that are set between the minimum and mid-point of grade. This has occurred six (6) times in the last seven (7) years. Jakusz added she has a great deal of respect for Captain Ruder and the job he does as a member of the Stevens Point Police Department; her concern is over the precedent approving this request may set. Of the 44 employees currently in the management pay plan, 16 of them are at minimum or below the mid-point. Jakusz recommended setting the promotional salary at \$60,000 which provides an increase of just over 5% of Captain Ruder's former salary.

Alderman Hanson asked Chief Morris if setting the salary below his recommendation would cause difficulty. Chief Morris responded he had spoken with the Personnel Specialist earlier in the day and understood her concerns. He also spoke with Captain Ruder and explained the situation to him. Chief Morris added the management pay plan system needs to be looked at; he suggests that steps be added between the minimum and mid-point to allow employees the opportunity to "earn" movement through the steps.

Alderman Trzebiatowski asked whether Captain's in the Police Department can earn compensatory time. Chief Morris and Captain Dowling responded yes. Captain Dowling stated that he puts in approximately 200 extra hours per year; the amount of time actually put in is dependent upon what's going on.

Alderman Barber moved, Alderman Hanson seconded, all ayes, to establish the promotional salary for Captain Ruder at \$60,000.00.

3. Review and update of City Ordinance for Police Department, Section 5.04

Personnel Specialist Jakusz explained that this is a "housekeeping" matter.

Alderman Robinson moved, Alderman Wiza seconded, all ayes, to approve the update of the City Ordinance for the Police Department, Section 5.04.

4. Adjourn into closed session (7:10 p.m.) pursuant to Wisconsin State Statute 19.85 (1)(e) and (f) for:

A. Streets Department Grievance - Overtime (Boyer)

B. Streets Department Grievance - Work Assignment (Worzalla)

C. Update on bargaining and review of AFSCME Local 348 (Clerical and Related) and AFSCME Local 309 (Transit) tentative agreements.

Alderman Molski moved, Alderman Barber seconded, all ayes, to adjourn into closed session.

Roll Call: Ayes: Chairman Molski, Alderpersons Barber, Wiza, Hanson, Robinson

Nays: None. Motion carried.

5. Reconvene into open session (7:43 p.m.) for action on:

A. Streets Department Grievance - Overtime (Boyer)

B. Streets Department Grievance - Work Assignment (Worzalla)

C. AFSCME Local 348 (Clerical and Related) and AFSCME Local 309 (Transit) tentative Agreements

Alderman Wiza moved, Alderman Hanson seconded, all ayes, to reconvene into open session.

Roll Call: Ayes: Chairman Molski, Alderpersons Barber, Wiza, Hanson, Robinson

Nays: None. Motion carried.

A. Alderman Barber moved, Alderman Wiza seconded, all ayes, to deny the Streets Department Grievance - Overtime (Boyer).

B. Alderman Barber moved, Alderman Hanson seconded, all ayes, to deny the Streets Department Grievance - Work Assignment (Worzalla).

- C. Alderman Molski moved, Alderman Robinson seconded, all ayes, to recommend ratification of 2003-2004 AFSCME Local 348 (Clerical and Related) tentative agreement.
- D. Alderman Robinson moved, Alderman Hanson seconded, all ayes, to recommend ratification of the 2003-2004 AFSCME Local 309 (Transit) tentative agreement.
6. Adjournment - 7:47 p.m.

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Bottom of Form