

## Meeting Minutes

### Personnel Committee Meeting Minutes

Monday, March 8, 2004 - 7:25 P.M.

City Water Department - 300 Bliss Avenue Present: Chairpersons Markham, Seiser, Molski, Moore

Also Present: Mayor Wescott, Comptroller-Treasurer Schlice, City Attorney Molepske, Clerk Zdroik, Directors Euclide, Gardner, Director Halverson; Alderpersons Sevenich, Sowieja, Barr, Stroik, Phillips; Police Captain Dowling, Deputy Fire Chief Kujawa, Personnel Specialist Jakusz, Mayoral Assistant Gebert, Kate Garsombke (Journal), Gene Kemmeter (Portage County Gazette)

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1. Consideration of request from Bakery, Confectionery, Tobacco Workers and Grain Millers Local 180 for donation of benefits to fellow employee.
2. Adjourn into closed session (approximately 6:55 p.m.) pursuant to:
  - A. Wisconsin State Statute 19.85(1)(e) for an update on bargaining.
  - B. Wisconsin State Statute 19.85 (1)(f) to hear the following grievance:  
AFSCME Local 309 - Job Vacancy Grievance (Streets Department).
3. Reconvene into open session (approximately 15 minutes after adjourning into closed session) for possible action on:
  - A. Tentative Agreement with Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local 180.
  - B. AFSCME Local 309 - Job Vacancy Grievance (Streets Department).
4. Adjournment.
  1. Consideration of request from Bakery, Confectionery, Tobacco Workers and Grain Millers Local 205 for donation of benefits to fellow employee.

The members of the Bakery, Confectionery, Tobacco Workers and Grain Millers Local 205 request the donation of accumulated sick time to a fellow employee to cover the time the affected employee will be off from work. The request is due to a medical condition involving a family member. The affected employee does not have enough sick time to cover the recovery period.

A similar request came before the Personnel Committee and the Common Council in 1998.

Ald. Molski explained the donation of sick leave could cost the City money; but if vacation time is used, there will be no net cost to the City.

Chairman Rackow added that vacation is paid out regardless.

Ald. Seiser asked what are the financial ramifications of vacation time versus sick time. She further asked if the recommendation is not to allow sick time, only vacation time.

Chairman Rackow stated the need is for 60 calendar days which is two months. This particular employee has been protected by taking a shorter elimination period. The Chairman added that if there is any problem, the matter can be brought back to the Committee after 60 working days so it can be reevaluated.

Ald. Seiser asked if there are enough volunteers giving vacation time and if the City is being careful.

Personnel Specialist Jakusz said for the 1998 requests, 514.75 hours of vacation and 54 hours of compensatory time were donated from all departments. That gesture said a lot about the City and its employees, she added.

Chairman Rackow informed the Committee that donors' names are kept confidential.

Ald. Seiser moved, Ald. Moore seconded, to approve the solicitation of donations of vacation time from City employees for up to 60 working days or for the time of the affected employee's elimination period for his income continuation insurance. The affected employee may come back to the Personnel Committee if further action is needed.

Ayes, all; nays, none. Motion carried.

2. Adjourn into closed session (approximately 7:35 p.m.) pursuant to:

- A. Wisconsin State Statute 19.85(1)(e) for an update on bargaining.
- B. Wisconsin State Statute 19.85(1)(f) to hear the following grievance: AFSCME Local 309 - Job Vacancy Grievance (Streets Department)

Chairman Rackow moved, Ald. Moore seconded, to adjourn into closed session.

Roll Call: Ayes: Chairman Rackow, Alderpersons Markham, Seiser, Molski, Moore.  
Nays: None. Motion carried.

3. Reconvene into open session (approximately 15 minutes after adjourning into closed session) for possible action on:

- A. Tentative Agreement with Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local 205.

Chairman Rackow moved, Ald. Seiser seconded, to reconvene into open session.

Roll Call: Ayes: Chairman Rackow, Alderpersons Markham, Seiser, Molski, Moore.  
Nays: None. Motion carried.

Chairman Rackow moved, Ald. Seiser seconded, to recommend ratification by the Common Council of the Tentative Labor Agreement with the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local 205.

Ayes, all; nay, none. Motion carried.

- B. AFSCME Local 309 - Job Vacancy Grievance (Streets Department).

Ald. Seiser moved, Ald. Markham seconded, to deny the Job Vacancy Grievance S-1-04 of AFSCME Local 309 (Streets Department).

Ayes, all; nays, none. Motion carried.

4. Adjournment - 8:10 P.M.

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