

Meeting Minutes

PERSONNEL COMMITTEE

Monday, February 11, 2002 - 7:55 P.M.

City Water Department - 300 Bliss Avenue

Present: Chairman Rackow, Alderpersons Sevenich, Filipiak, Seiser, Moore

Also Present: Mayor Wescott, C/T Schlice, Clerk Zdroik, Directors Disher, Gardner, Schrader, Van Alstine; Alderpersons Walther, Sowieja, Barr, Molski, Nealis, Phillips; Fire Chief Barnes, Police Captain Daubert, Mayoral Assistant Molepske, Personnel Specialist Jakusz, Portage County Personnel Director Freiberg, Barbara Martin (Journal), Gene Kemmeter (Gazette)

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1. Notice of Intent - employee seeking public office.
 2. Request by Fire Chief to fill a management position above the minimum of the hiring range.
 3. Request approval of revision to Administrative Policy 2.12 (Employment Terminations).
 4. Adjourn into closed session (approximately 8:10 P.M.) pursuant to Wisconsin Statute 19.85(1)(b) and (f) to hear a grievance relating to sick leave from AFSCME Local 309 - Streets and Parks Departments, and (e) for an update on bargaining.
 5. Reconvene into open session (approximately 25 minutes after adjourning into closed session) for action on the above grievance and for action on a tentative agreement with AFSCME Local 309 - Streets and Parks Departments.
 6. Adjournment - 8:25 P.M.
1. Notice of Intent - employee seeking public office.

In his letter addressed to the City Personnel Committee, Kevin Ruehl is informing the Committee of his intention to run for the vacant District 4 seat on the Portage County Board of Supervisors. Mr. Ruehl is employed by the City of Stevens Point Parks Department.

Ald. Filipiak moved, Ald. Sevenich seconded, for approval of Kevin Ruehl's intent to run for the vacant District 4 seat on the Portage County Board of Supervisors.

Ayes, all; nays, none. Motion carried.

2. Request by Fire Chief to fill a management position above the minimum of the hiring range.

Fire Chief Barnes' memo to Mayor Wescott and the City Personnel Committee is a request to fill the position of Deputy Fire Chief vacated by the retirement of Deputy Chief George Barnes and establishing a starting salary for the position.

The City's salary and classification plan sets this position from a minimum of \$45,597.14 to a maximum of \$58,288.92. The Fire Department has five highly qualified and viable candidates currently under consideration, whose base salaries range from \$43,395.12 to \$49,406.92.

The requested starting salary of \$50,000 is placed less than midpoint. The requested starting salary is also less than what the two present Deputy Chiefs are making i.e. \$51,859.71 and \$52,460.58, respectively.

Chairman Rackow noted that if somebody from a represented group is promoted, sometimes the individual suffers a loss of salary to get promoted. The Chairman feels the \$600 increase is a modest increase.

Ald. Seiser asked if the five candidates are all within our system?

Chief Barnes said yes.

Ald. Seiser voiced her concern about the request to increase the salary.

Chief Barnes added that filling the position on an interim basis with a union position will cost more than the \$50,000 being requested because such a person does not do the entire job.

Chairman Rackow said what it boils down to is the individual is doing part of the service for more pay.

Ald. Barr, the aldermanic liaison to the Police & Fire Commission, is urging the Committee members to approve Chief Barnes' recommendation. The Alderman said it cannot be done any other way.

Mayor Wescott said this language has been in the contract for a long time.

Ald. Seiser moved, Ald. Moore seconded, for approval of the \$50,000 starting salary to fill the vacant position of Deputy Fire Chief above the minimum hiring range.

Chief Barnes noted the Fire Department has all the bodies in place but they are not in the right places.

Ayes, all; nays, none. Motion carried.

3. Request approval of revision to Administrative Policy 2.12 (Employment Terminations).

Personnel Specialist Jakusz stated this revision is one of the many revisions she is working on to update the City Administrative Policies. Administrative Policy 2.12 deals with employment terminations. This policy describes the procedures employees have to follow relating to notification of the employer of employee's intent to terminate employment and specific information relating to their benefits when their employment with the City ends.

Other changes to the various sections of this Policy are basically Aclean ups, @ Ms. Jakusz said.

Ald. Seiser moved, Ald. Filipiak seconded, to approve the revision to Administrative Policy 2.12, Employment Terminations.

4. Adjourn into closed session (approximately 8:10 P.M.) pursuant to Wisconsin Statute 19.85(1)(b) and (f) to hear a grievance relating to sick leave from AFSCME Local 309 - Streets and Parks Departments, and (e) for an update on bargaining.

Ald. Filipiak moved, Ald. Moore seconded, to adjourn into closed session.

Roll Call: Ayes: Chairman Rackow, Alderpersons Sevenich, Filipiak, Seiser, Moore.
Nays: None. Motion carried.

5. Reconvene into open session (approximately 25 minutes after adjourning into closed session) for action on the above grievance and for action on a tentative agreement with AFSCME Local 309 - Streets and Parks Departments.

Ald. Sevenich moved, Ald. Filipiak seconded, to reconvene into open session.

Roll Call: Ayes: Chairman Rackow, Alderpersons Sevenich, Filipiak, Seiser, Moore.
Nays: None. Motion carried.

Specialist Jakusz informed the Committee members the grievance relating to sick leave from AFSCME Local 309 - Streets and Parks Departments, has been withdrawn.

AFSCME Local 309 President Steve Louis stated major points of the grievance have been resolved.

Ald. Moore moved, Ald. Filipiak seconded, to recommend approval of the 2001-2002 tentative labor agreement with AFSCME Local 309 - Streets and Parks Department.

Ayes, all; nays, none. Motion carried.

6. Adjournment - 8:25 P.M.

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