

Meeting Minutes

PERSONNEL COMMITTEE

Monday, November 11, 2002 - 5:54 P.M.

City Water Department - 300 Bliss Avenue Present: Chairman Rackow, Alderpersons Seiser, Sowieja, Molski, Moore

Also Present: Mayor Wescott, C/T Schlice, City Attorney Molepske, Clerk Zdroik, Directors Disher, Gardner, Schrader, Van Alstine; Alderpersons Walther, Filipiak, Barr, Nealis, Phillips; Mayoral Assistant Molepske, Fire Chief Barnes, Police Chief Carpenter, Assessor Kuehn, Personnel Specialist Jakusz, Susan Kampmeier (Journal), Gene Kemmeter (Portage County Gazette)

Index to these Minutes:

1. Discussion and possible action on reclassification requests for Water Department Director and Administrative Services Manager.
2. Discussion and possible action on the Mayoral salary for the 2003-2006 term of office.
3. Adjourn into closed session (approximately 6:45 p.m.) pursuant to Wisconsin Statute 19.85(1)(e) to discuss bargaining strategy and issues for 2003-2004 Union Contracts.

4. Adjournment.

1. Discussion and possible action on reclassification requests for Water Department Director and Administrative Services Manager  
These reclassification requests were pulled from the September 2002 Personnel Committee agenda pending further review by the Board of Water and Sewage Commissioners. After further review by said Board, the reclassification requests for the Director of Water and Sewage Department and the Water and Sewage Department Administrative Services Manager were approved.

Ald. Molski moved, Ald. Sowieja seconded, for approval of the reclassification request for the Director of Water and Sewage Department.

Ald. Molski said she is glad to see the position of the Director of the Water and Sewage Department in the Management Pay Plan and she hopes that they will now be in line with the other City management employees on benefits.

Ald. Seiser commented on how the budget constraints may apply to this matter.

Mayor Wescott stated that any request for reclassification from non-represented positions in the City has to come before the Personnel Specialist and the Mayor. Reclassification requests that have been reviewed and recommended by the Mayor are then permitted to come before the Personnel Committee.

Ald. Nealis questioned why the wages are so out of whack and why the big discrepancies. He went on to say that the 8% salary increase for the Director of Water and Sewage Department is a huge increase. He said he has a problem with that and wonders where the stop gap is on the salary increases.

Ald. Molski said the Water Department was not included in the Management Pay Plan. She further explained that after review of the position, the Personnel Specialist takes the job description and compares the responsibilities of the individual and eventually places the position on the chart where he/she fits in.

Chairman Rackow said the duties of the position are examined to see whether the duties are still current and to see if the responsibilities have increased. He added that names should not be used but rather the position should be studied. If the position is out of sync, then it is placed where it ought to be.

Ald. Nealis said he does not have a problem with anybody's personality, but he has a problem with the 8% increase.

Ayes, all; nays, none. Motion carried.

Reclassification request for the Water and Sewage Department Administrative Services Manager.

Ald. Seiser moved, Ald. Moore seconded, to approve the reclassification request for the Water and Sewage Department Administrative Services Manager.

Ayes, all; nays, none. Motion carried.

2. Discussion and possible action on the Mayoral salary for the 2003-2006 term of office.

Included in the packet are the salary comparisons for Mayor, City Manager, and Administrators of some municipalities including the Village of Plover's President and Administrator, Mayoral salary history in the last ten years and the proposed Mayoral salary increase for 2003-2006.

Ald. Molski moved, Ald. Seiser seconded, for approval of the proposed mayoral salary for the term 2003-2006.

Ald. Molski feels the proposed mayoral salary for the 2003-2006 term is very conservative.

Ald. Barr recognized that the salary increase is for the position as opposed to an individual. He said he is reluctantly supporting the proposed mayoral salary for the term 2003-2006 and wished the City could do more for the current Mayor.

Ayes, all; nays, none. Motion carried.

3. Adjourn into closed session (approximately 6:45 P.M.) pursuant to Wisconsin Statutes 19.85(1)(e) to discuss bargaining strategy and issues for the 2003-2004 Union Contracts.

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

Roll Call: Ayes: Chairman Rackow, Ald. Seiser, Sowieja, Molski, Moore.

Nays: None. Motion carried.

4. Adjournment - 7:25 P.M.

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