

Meeting Minutes

PERSONNEL COMMITTEE MEETING

Monday, December 13, 1999 - 7:00 P.M.

Portage County Courthouse Annex - 1462 Strongs Avenue

Conference Rooms 1 & 2

Present: Chairman Rackow, Alderpersons Sevenich, Walther, Pazdernik, Kedrowski

Also

Present: Mayor Wescott, C/T Schlice, City Attorney Molepske, Clerk Zdroik,

Alderpersons Perlak, Barr, Aldinger, Nealis, Phillips; Directors Gardner, Schrader, Van Alstine; Mayoral Assistant Bumgarner, Police Chief

Carpenter, Police Captain Daubert, Records Administrator Lee, Assessor Kuehn, Personnel Specialist Jakusz, Susan Kampmeier (Journal), Mike

Kemmeter (WIZD), Gene Kemmeter (Portage County Gazette)

1. Request from an employee to have City purchase qualifying service under Wisconsin Retirement System.

Mickey Simmons, City Forester, a non-represented employee of the Parks and Recreation Department is requesting the City to pay the one time lump sum cost to purchase six months of qualifying service on his behalf. Mr. Simmons started employment with the City in June 1972. Prior to January 1, 1973, employers were not eligible to participate in the employee retirement accounts for the first six months of employment.

At this time, the City has approximately seven other employees that will be affected by this request. This request has never been made before according to Robert Parish, the agent on record for the City with the Wisconsin Retirement System. The calculation of the "buy back" is **dependent upon the employee's annual salary.**

Ald. Pazdernik does not see any reason why the City should approve the request.

Chairman Rackow advised that Mr. Simmons still has the option of paying for it himself if the City chooses not to pay.

Ald. Kedrowski stated the City will be setting a precedent should this request be approved.

Ald. Barr questioned the City's liability and responsibility for those employees who bought back on their own?

City Attorney Molepske said the City does not have to pay back the employees that left the City's employment and paid on their own on the basis that they are no longer employees working for the City. The union contract they worked under at that time did not provide for a "buy back" and they may have elected to pay back on their own.

Ald. Kedrowski asked if there are other municipalities that have done this? Personnel Specialist Jakusz said she did not check with other municipalities but in her experience with Portage County, she is not aware that this is being done in the county.

Ald. Pazdernik noted that all employees should be treated the same regardless of whether they are union or not. The alderman felt changing the policy now is wrong.

Ald. Pazdernik moved, Ald. Walther seconded, to deny Mr. Simmons' request to have the City purchase his qualifying service under the Wisconsin Retirement System.

Mr. Simmons said he contacted Personnel Specialist Jakusz several months ago and was made aware of this issue. He feels the justification is that on the first six months of employment, the employees did not have a choice at all and were not told then.

Chairman Rackow said when people are initially employed, they are often quite young and the retirement plan is not one of their top priority items.

Ayes, all; nays, none. Motion carried.

2. Non-represented employees salary increase for 2000 and update of Management Pay Plan Chart.

In a memo from Mayor Wescott addressed to the Personnel Committee, the Mayor is recommending that a 3.5% increase be approved for all non-represented City employees for 2000. The management pay plan chart will be adjusted to reflect the approved increase. This recommendation is concurrent with other labor settlements for year 2000.

Ald. Kedrowski moved, Ald. Sevenich seconded, to approve the 3.5% non-represented employees salary increase for 2000 and update of the Management Pay Plan Chart.

Ald. Phillips noted that about two years ago, a discussion was held on a uniform type of salary increase for City employees. An employee making \$30,000 a year will definitely get a bigger salary increase compared to an employee making \$20,000 a year if both are given a 3.5% increase. Everything costs the same for both employees and the responsibilities are the same, yet one gets a bigger salary increase than the other. The alderman suggested this be looked at next time.

Ald. Barr stated there is a difference in responsibilities between these two employees.

Ald. Phillips felt the spread in salary among City employees are getting wider and wider.

Ayes, all; nays, none. Motion carried.

3. Pay increase for Crossing Guards.

Police Chief Carpenter, on behalf of the Police Department, is requesting the City Personnel Committee consider granting a 3.5% pay increase per crossing guard duty assignment performed during 2000. The 1999 rate is \$6.97. A 3.5% increase equals 24 cents. Approval of this recommendation will mean a new rate of \$7.21 per crossing guard duty assignment performed during 2000.

Ald. Kedrowski moved, Ald. Pazdernik seconded, to approve the 3.5% pay increase per crossing guard duty assignment performed during 2000.

Ayes, all; nays, none. Motion carried.

4. Adjourn into closed session pursuant to Wisconsin Statutes 19.85(1)(b) & (f) (7:20 P.M.)

a. to hear grievance: AFSCME Local 348 - Disciplinary Action.

b. update - status of labor negotiations.

Ald. Kedrowski moved, Ald. Sevenich seconded, to adjourn into closed session.

Roll Call: Ayes: Chairman Rackow, Alderpersons Sevenich, Walther, Pazdernik, Kedrowski.

Nays: None. Motion carried.

5. Reconvene into Open Session for possible action on the grievance (8:37 P.M.).

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

Roll Call: Ayes: Chairman Rackow, Alderpersons Sevenich, Walther, Pazdernik, Kedrowski.

Nays: None. Motion carried.

Ald Kedrowski moved, Ald. Walther seconded, to uphold the disciplinary action dated July 27, 1999.

Ayes, all; nays, none. Motion carried.

6. Adjournment - 8:40 P.M.

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