

MINUTES 5-10-11
SALARIES AND GRIEVANCES COMMITTEE
THIRD FLOOR CONFERENCE ROOM - CITY HALL

DATE: July 12, 2010

TIME: 5:30 pm

PLACE: City Hall

Third Floor Conference Room

Members: Alderpersons Mark Hanna, Chair; Jean Kittelson, Vice Chairman; James Gischia; Jodi VanderWeele; Scott Versey

Ex-officio Member: Tom Rice Human Resources Consultant

Excused: Alderperson Mark Hanna

Others in Attendance: Alderpersons Marilyn Montemayor, Jim Bohren; Chief Domagalski, Chief Hermann, Steve McLean, Sue Richards, Bob Irish, Marge Mattern, Ed Wackowski, Bob Petrie

OPEN:

1. Call meeting to order.
2. Pledge of Allegiance.
3. Approval of minutes from the June 28, 2010 meeting.

Motion by Ald. VanDer Weele to approve the minutes, Second by Ald. Gischia All Ayes 4 – 0.

4. Discussion and possible action on the City of Sheboygan Employee Fraternization Policy.

Handout and explanation from Tom Rice regarding the policy. Tom indicated that this was part of the negotiations. Motion by Ald. Gischia to adopt the policy and send to Council as an R C. Second by Ald. VanDer Weele. All Ayes. 4 – 0. Motion Passes

5. Discussion and possible action regarding Donated Sick leave.

Motion to approve by Ald. Versey, Second by Ald. VanDer Weele. All Ayes 4 – 0. Motion Passes.

6. Discussion regarding Reorganization of the Human Resources Department.

Handout and explanation from Tom Rice regarding the re-organization and history of the Human Resources Department. This will be on the agenda at the next Common Council meeting on Monday, July 19.

7. Discussion and possible action regarding a resolution to lift the hiring freeze for the Information Technology Director.

Handout from Tom Rice a draft job description for the IT Director. Tom indicated that the Mayor would like to begin the initiative to start the recruiting process for the IT Director. The current TO indicates that this is a Director's position and reports to the Mayor. Discussion was held on changing the position from a Director to a Manager position, reporting to the Finance Director. If the position changes to a Managers position the job description for the Finance Director would also need to change, indicating the IT Manager reports to the Finance Director.

Motion by Ald. Versey to put the hiring freeze on hold, redo the TO for a Managers position, rewrite the job description, and change the class grade for a Managers position.

Motion by Gischia to put the hiring freeze on hold until the next S & G meeting, for further discussion, a revised job description for an IT Manager position, and a change in class grade. Second by Ald. Versey, 4 – 0. All Ayes.

MATTERS REFERRED:

8. Com. 27-10-11
Council Doc. 7-20 Submitting a communication from Bob Irish regarding retiree health insurance benefits that are being paid to retired administrators.

Hand out from Bob Irish expressing his concerns. Discussion was held. Motion to file by Ald. Kittelson, Second by Ald. Gischia, All Ayes. 4 – 0. Motion Passes.
9. Res. 51-10-11
Council Doc. 7-46 A resolution from Alderpersons Hanna and Gischia determining that all represented and non-represented employees hired, and all elected officials elected, after the effective date of this resolution shall be required to contribute the full amount of the employee-required contributions under the Wisconsin Retirement System, except where expressly provided otherwise under applicable law, collective bargaining agreement or subsequent Council resolution or ordinance.

Discussion was held. Nancy Buss indicated that this would be mandatory if the Council chooses to adopt this resolution. Tom Rice indicated this can have negative results in recruiting for new employees from a government position. Tom suggested strongly in making this a recommendation for negotiations in 2011, affecting every employee at the same time.

An explanation was made on the wording for the resolution “All Newly Elected” (re-elected deemed as exempt) and “Newly Hired “(new employees not currently employed by the City). Motion by Ald. Gischia to amend the document indicating “All Newly Elected”(not re-elected) and “Newly Hired Employees” (not currently employed with the City). Second by Ald. Versey. 3 - 1 nay (Ald. Kittelson). Motion passes.

Motion by Ald. Gischia to send to Council, with the amendment, and a favorable recommendation, Second by Ald. Versey. 3 – 1 nay (Ald. Kittelson) Motion Passes.

10. R.O. 140-10-11 Submitting a communication from Alderperson Hanna being an article
Council Doc. 7-23 from the Associated Press entitled, “Walker proposes state employees pay
for pensions.”

Motion to file by Ald. Gischia, Second by Ald. Versey. 4 – 0 Motion passes

11. R.O. 141-10-11 Submitting a communication from Alderperson Hanna being an article
Council Doc. 7-34 entitled, “In Budget Crisis, States Take Aim at Pension Costs.”

Motion to file by Ald. Gischia, Second by Ald. Versey. 4 – 0 Motion passes

CLOSED SESSION:

A motion was made to convene in closed session for the item below under the exemption provided in Sec. 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Motion to convene in closed session by Ald. Gischia, Second by Ald. Versey. Passes 4 – 0.

12. Potential salary change for a non-represented clerical position.

Motion to reconvene in open session by Ald. Gischia, Second by Ald. Versey, Passes 4 – 0.

OPEN:

Motion to approve the salary change for the non-represented clerical position by Ald. Gischia, Second by Ald. Versey, Motion. Passes 4 – 0.

13. Set date and time of next Committee meeting.

Monday, July 26, 2010 5:30 p.m. – Third Floor Conference Room.

14. Adjourn.

Motion by Ald. Gischia, Second by Ald. Versey to adjourn. Motion Carried, 4 – 0.

Persons with disabilities who need accommodations to attend the meeting should contact the Human Resources Department at the following address as soon as possible: City Hall, Room 204, 828 Center Avenue, Sheboygan, WI. PH: 920/459-3373.