

**MINUTES**  
**#14-10-11**  
**Wednesday, December 8, 2010**  
**SALARIES AND GRIEVANCES COMMITTEE**  
**THIRD FLOOR CONFERENCE ROOM - CITY HALL**

**DATE:** Wednesday, December 8, 2010

**TIME:** 6:30 pm

**PLACE:** City Hall  
Third Floor Conference Room

**Members:** Alderpersons Mark Hanna, Chair; Jean Kittelson, Vice Chairman; Cory Roeseler; Jodi VanderWeele; Scott Versey

**Ex-officio Member:** Tom Rice, Human Resources and Labor Relations-Consultant

**Excused:** Alderperson VanderWeele

**Others in Attendance:** Alderpersons, Jim Bohren, Tom Bowers, Julie Kath, Marilyn Montemayor; Chief Hermann, James Amodeo, Bob Wallace

**OPEN:**

1. Call meeting to order.

Ald. Hanna called the meeting to order at 6:30 pm.

2. Pledge of Allegiance.

3. Approval of minutes from the November 8, 2010 meeting.

Motion by Ald. Roeseler, Second by Ald. Versey to move Council items 17-31, 17-32, and 17-33 forward, Passes 4 – 0.

4. Council Doc. 17-31 A Resolution authorizing the appropriate City officials to enter into contract with Delta Dental to administer dental benefit plan services for the City for calendar year 2011.
5. Council Doc. 17-32 A Resolution authorizing the appropriate City officials to enter into agreement with Diversified Benefit Services Inc. to administer the Health Reimbursement Arrangement (HRA) for calendar year 2011.

6. Council Doc. 17-33 A Resolution authorizing the appropriate City officials to enter into agreement with United Health Care (UMR) to provide third-party administration services for the City's medical health benefit plan for calendar years 2011 and 2012.

Motion by Ald. Roeseler to approve all 3 items, Second by Ald. Versey.

Under discussion: Handout and explanation by Tom Rice the insurance renewal decisions. Tom also indicated that by changing to UMR there are lower fixed costs, deeper discounts, timely reporting, and improved customer service. Delta Dental has a larger and broader provider network which will provide a substantial savings to the City.

A motion was made and seconded to pass the foregoing resolutions and to forward all 3 documents to council. Passes 3 – 1 abstention (Kittelton)

7. Discussion and possible action on Vacation Carryover request.

An employee is requesting to carryover additional hours of vacation. This request requires Committee approval per Resolution No. 346-81-82.

Motion to approve by Ald. Roeseler, Second by Ald. Kittelson, Passes 4-0.

8. Discussion and possible action regarding a resolution to lift the hiring freeze and the Vacant Position Approval Form for the Police Department for three (3) Police Officers.

Motion to approve by Ald. Roeseler, Second by Ald. Kittelson.

Under discussion: Handout by Tom Rice the Vacant Position Approval Form. Tom indicated that this is a fully funded grant for 3 years.

A motion was made and seconded to approve a resolution to lift the hiring freeze and the Vacant Position Approval Form. Passes 4-0.

9. Discussion and possible action regarding a resolution to lift the hiring freeze and the Vacant Position Approval Form for the Police Department for two (2) full-time telecommunicators.

Handout and explanation by Tom Rice the Vacant Position Approval Form. There are currently five (5) part-time telecommunicators, if two (2) full-time telecommunicators were added it would reduce the number of part-time telecommunicators to three (3). Two (2) part-time telecommunicators would be able to become full-time, which would result in no layoffs.

Motion to approve by Ald. Kittelson, Second by Ald. Roeseler. Passes 4-0.

10. Discussion and possible action regarding a special leave of absence.

Motion to approve the special leave of absence in the Police Department by Ald. Versey, Second by Ald. Kittelson, Passes 3 – 1 abstention (Roeseler)

**Matters Referred**

11. Council Doc. 17-50                      Submitting an email from the Deputy Finance Director/Treasurer titled, “WI Retirement Rates”.

Motion to hold by Ald. Versey, Second by Ald. Kittelson, Passes 4 - 0.

12. Set date and time of next Committee meeting.

To be determined.

Motion to Adjourn by Ald. Versey, Second by Ald. Kittelson, Passes 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.*