

MINUTES

#01-14-15

Monday, May 12, 2014

4:30 PM

SALARIES AND GRIEVANCES COMMITTEE

2nd FLOOR CONFERENCE ROOM - CITY HALL

Members: Alderpersons: Chair Mary Lynne Donohue, Vice Chairman Ty Dassler, Jim Bohren, Don Hammond, Jodi Vander Weele

Ex-officio Member: Sandy Rohrick, Human Resources Manager

Excused: Alderperson Don Hammond

Others in Attendance: Jim Amodeo, Mayor Vandersteen, Steve McLean, Mike Romas

OPEN:

1. Call meeting to order.

Ald. Donohue called the meeting to order at 4:30 p.m.

2. Pledge of Allegiance.

The pledge was recited.

Matters Referred

3. R.O. 353-13-14 Council Doc. 3.3 A communication from Alderperson Bohren regarding questions on minutes from a Joint Meeting of the Police and Fire Commissioners and Salaries and Grievances from 12/12/11 with reference to "Deputy Chief" and "Assistant Chief".

In 2011, Chief Hermann introduced the idea of a change in the table of organization to add an Assistant Fire Chief. In addition, the education requirements for the Deputy Fire Chief were voted on, favoring the preference of the Deputy Chief to have a bachelors degree. Though the education and experience level was added to the job description of the Deputy Chief, no job description was introduced for the Assistant Chief. A job description was created and introduced to the committee. The daily duties differ for the two positions, but the committee agreed that the education level should be identical, that a bachelors degree was preferred for the position.

Handout from Mike Romas - the education requirements for the Deputy Chief.

Motion to hold by Ald. Dassler and bring back to the next S & G meeting with the new job description for Assistant Fire Chief, second by Ald. Vander Weele. All Ayes - Motion Passes.

4. Discussion on the overview of Human Resources issues in the 2014-2015 Council year.

Human Resources activities for the 2014 contract year include negotiations with police officers and supervisors; reviewing the services our current medical insurance broker provides vs. others in the area and making a recommendation for moving forward that will represent the best interests of both the city and the employees; review and update chapter 29 of the municipal code; champion increasing training and safety initiatives in an effort to improve our risk assessment scoring; and evaluating NEOGOV, an applicant tracking program sponsored through CVMIC.

5. Set date and time of next Committee meeting.

Monday, June 9, 2014

6. Adjourn.

Motion to adjourn by Ald. Vander Weele, second by Ald. Dassler. All Ayes – Motion Passes.

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.