

MINUTES
#15-12-13
February 11, 2013
SALARIES AND GRIEVANCES COMMITTEE
LOWER LEVEL CONFERENCE ROOM - CITY HALL – 4:15 PM

Members Present: Alderpersons-Chair Cory Roeseler, Mary Lynne Donohue
Jodi Vander Weele

Ex-officio Member: Sandy Rohrick, Human Resources Manager

Excused: Alderpersons David Van Akkeren, Vice Chairman Julie Kath

Others in Attendance: James Amodeo, Mayor Van Akkeren, David Biebel, Jeff Hermann,
Aldersperson Jim Bohren, Dave Kuckuk, Jack Van Der Weele, Dale Doerr,
Mark Pawasarat, Chad Pelishek, Steve McLean, Ryan Sazama, Mark
Sommer, Jeff Bemis, Joel Kolste, Bill Austin, Scott Tetschlag, Marge
Mattern

OPEN:

1. Call meeting to order.

Ald. Roeseler called the meeting to order at 4:15 pm.

2. Pledge of Allegiance.

The Pledge was recited.

3. Approval of the January 28, 2013 Minutes.

Motion by Ald. Vander Weele to approve the minutes, Second by Ald. Donohue. All Ayes,
Motion Passes.

4. Discussion and possible action on the Vacant Position Approval form for the Municipal Court,
Paralegal Intern.

Ald. Roeseler stated to vote on both Vacant Position forms together.

5. Discussion and possible action on the Vacant Position Approval form for WSCS, Marketing
Intern.

Sandy Rohrick stated that there is no pay involved with both of the intern positions.

Motion by Ald. Vander Weele, Second by Ald. Donohue to approve both the Vacant Position Approval forms. All Ayes, Motion Passes.

6. Discussion and possible action on the 2013 Compensation Program.

Sandy Rohrick informed the committee that the across-the-board increases has been taken out of the Compensation Plan. The Plan also states that the ranges should be reviewed every 3 years but was revised to state as necessary. In 2008 the City hired a consulting firm to conduct a salary survey with those results and results from current surveys used that information as a guide to develop a new pay range.

Ald. Donohue stated that she reviewed the compensation program and the non-represented pay range as proposed and it looks good and makes sense.

Motion to approve the entire 2013 Compensation Program along with the 2013 Non-Represented Salary Ranges (item #7) by Ald. Donohue, Second by Ald. Vander Weele, All Ayes, Motion Passes.

7. Discussion and possible action on the 2013 Non-Represented Salary Range.

8. Discussion and possible action on the new job descriptions for the Department of Public Works and to forward to Council an ordinance approving the job descriptions.

- Maintenance Worker I
- Maintenance Worker II
- Maintenance Worker III
- Maintenance Worker IV
- Maintenance Worker IV – Leadman
- Maintenance Worker IV – Truck Mechanic
- Maintenance Worker IV – Certified Truck Mechanic
- Maintenance Worker IV - Electrician

Ald. Bohren stated that he spoke with Ald. Heidemann and they would like the S & G Committee to refer the job descriptions to the Public Works Committee.

Ald. Roeseler stated the committee would like to discuss the positions then approve contingent on going to Public Works.

David Biebel explained the new job descriptions along with the pay ranges. He also stated that this is a step program which allows the flexibility to move the employees around in the department and get trained in other areas. This proposal will eliminate skill pay. He indicated that this is not touching the Wastewater Treatment Plant.

Ald Donohue stated that this was helpful and has her support.

Motion to approve with the contingency going to the Public Works Committee by Ald. Donohue, Second by Ald. Vander Weele, All Ayes, Motion Passes.

9. Discussion and possible action on amending G. O. 115-98-99 permitting surviving spouses of active, disabled or retired employees to participate in the City's Medical Plan to state may elect COBRA for non-representative employees.

Discussion was held.

Ald Donohue asked if this could wait a year and see how this turns out regarding the Obama care.

Sandy Rohrick stated she will contact the WPELRA group regarding surviving spouses in other municipalities.

Motion by Ald. Donohue to table, second by Ald. Vander Weele, All Ayes, Motion Passes.

10. Discussion and possible action on the residency requirement.

Hand out by Sandy Rohrick a draft resolution rescinding the City's residency requirement for all non-represented employees (excluding department heads) and implementing a "radius" requirement.

Ald. Donohue made a motion to revise the Resolution to take out the "radius" requirement and replace with a 2-year relocation requirement which requires non-represented employees (excluding Department Heads) to have 2% of their base salary deducted bi-weekly until they successfully relocate to the City of Sheboygan. Second by Ald. Vander Weele, All Ayes, Motion Passes.

MATTERS REFERRED:

- | | |
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| 11. R.C. 335-12-13
Council Doc. 5.1 | Extending the staffing level limitation now in place for sworn firefighters in the Sheboygan Fire Department for four (4) additional years. |
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Motion to approve by Ald. Donohue, Second by Ald. Vander Weele,

After further discussion Ald. Vander Weele withdrew her second.
No Second, Motion does not pass.

Motion to file by Ald. Vander Weele, Second by Ald. Donohue, All Ayes, Motion passes.

CLOSED SESSION:

A motion was made by Ald. Donohue 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. Second by Ald. Vander Weele, All Ayes, Motion Passes.

12. Discussion on compensation on a Finance position.

Motion by Ald. Donohue, Second by Ald. Vander Weele to reconvene in open session. All Ayes, Motion Passes.

OPEN:

Possible action on item #12 in closed session.

Motion by Ald. Vander Weele to promote the employee to Interim Finance Director/Treasurer, class grade 15, increase salary as appropriated retro to January 1, 2013, Second by Ald. Donohue, All Ayes, Motion Passes.

13. Set date and time of next Committee meeting.

February 25, 2013

14. Adjourn

Motion to adjourn by Ald. Vander Weele, Second by Ald. Donohue, 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.