

MINUTES

#02-13-14

Monday, May 13, 2013

4:15 PM

SALARIES AND GRIEVANCES COMMITTEE

2nd FLOOR CONFERENCE ROOM - CITY HALL

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

Ex-officio Member: Sandy Rohrick, Human Resources Manager

Excused:

Others in Attendance: Jeff Hermann, Chad Pelishek, Bob Wallace, Mayor Vandersteen, Jim Amodeo

OPEN:

1. Call meeting to order.

Ald. Donohue called the meeting to order at 4:25 pm.

2. Pledge of Allegiance.

The Pledge was recited.

3. Discussion and possible action regarding the recruiting efforts for the Comptroller/Treasurer position.

Sandy Rohrick stated they are in the process of interviewing for the Comptroller/Treasurer position. She wanted to inform the committee that we may need to consider going to the next step, which would mean hiring a recruiter. This would need to be approved by Council if the dollar amount is greater than \$20,000.

Ald. Bohren stated if the interviews don't work out that Sandy should come back to the committee.

Matters Referred

4. Res. 8-13-14 Council Doc. 5.1 A Resolution amending the City of Sheboygan Compensation Program for Non-Represented Employees so as to change the date for annual performance reviews in certain circumstances and to add the Merit Adjustment Form.

Motion to approve the resolution and forward to Council by Ald. Bohren, second by Ald. Vander Weele, All Ayes, Motion Passes.

5. G.O. 3-13-14
Council Doc. 7.1 An Ordinance amending Subsection 3 of Subs. of Subs. of Subs. Of Gen. Ord. No. 40-11-12 relating to health insurance and Wisconsin Retirement System contribution rates for the office of Mayor.

Sandy Rohrick informed the committee that the Mayor is paying 6.65% contribution to the Wisconsin Retirement System, which was the statutory amount at the time of adoption of this ordinance. The Health insurance contribution was a debate when the Mayor was making an annual salary of \$70,000.

Currently the City employees are paying 15% of the Health insurance rate, 12% if the employee participated in the Health Risk Assessment.

(Jim Amodeo, Steve McLean and Don Hammond arrived at 4:35 pm, following the Finance Committee)

Ald. Bohren stated that the health insurance contribution for the Mayor was changed to 18% last year. There might have been some discussion as to have all elected officials pay 18%, which would also include the City Attorney and City Clerk.

Steve McLean stated that the elected officials are like non-represented employees. All the employees should be treated the same, not have different contributions.

Ald. Donohue made a motion to pass the amendment in the ordinance as stated in the document, Second by Ald. Hammond.

Further discussion:

Ald. Hammond stated it makes sense to keep everyone at the same level, Mayor, Attorney, and City Clerk; following the same as Department Heads and Directors.

Motion to approve the ordinance by Ald. Hammond, Second by Ald. Donohue, 2 Ayes, 2 Nays (Bohren and Vander Weele). Motion fails.

Mayor Vandersteen stated that his contribution to WRS is not following State Statutes.

Ald. Donohue asked the committee members if they would be willing to reconsider an amendment to the ordinance to allow as approved by State Law. Motion to reconsider the previous vote by Ald. Donohue, 3 Ayes, 1 Nay (Bohren). Motion passes

Split the motion by Ald. Donohue, motion to amend the General Ordinance to approve Section 3a, which approves the WRS contribution level as approved by State Law, by Ald. Bohren, Second by Ald. Vander Weele, All Ayes, Motion Passes.

Motion by Ald. Donohue to approve Section 3b, the Health Insurance to be the same as other employees, second by Ald. Hammond. 2 Ayes, 2 Nays (Bohren and Vander Weele) Motion fails.

6. G.O. 4-13-14 Council Doc. 8.5 An Ordinance amending Section 29-75 of the 1975 Sheboygan Municipal Code so as to add a position to the Police Department Table of Organization.

Sandy Rohrick informed the committee that the Police Department would like to add a Telecommunicator Trainee to the TO at a grade 4. This would allow a training period for new employees at a lower grade. The current Telecommunicators are at a grade 5. The goal would be to re-evaluate the employee(s) after 12 months. If they pass their probationary/training period would then be placed as a Telecommunicator, grade 5.

Motion to approve by Ald. Hammond, Second by Ald. Bohren. All Ayes, Motion passes.

7. Set date and time of next Committee meeting.

June 10, 2013, 4:30 pm.

8. Adjourn

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