

COMMITTEE OF THE WHOLE  
Monday, January 28, 2014  
Open/Closed Session

Committee of the Whole met at City Hall on Tuesday, January 28, 2014, at 5:00 p.m. in the First Floor Council Chambers.

Present: Alderpersons David Soeldner, Jim Brey, Allan Schema, Mike Howe, Christopher Able, Jason Sladky, Scott McMeans, Eric Sitkiewitz, Tyler Martell, Jill Hennessey and Mayor Justin M. Nickels.

Absent: None.

Also present: Interim City Attorney Kathleen McDaniel, Deputy City Clerk Deborah Neuser and news media. Many department heads and managers were in the audience.

Council President Jill Hennessey called the meeting to order at 5:00 p.m.

Public Input: None.

The committee met to discuss the Carlson Dettmann report and their recommendations regarding the City compensation plan.

Chair Jill Hennessey stated that the Committee needs to agree on what plan to adopt going forward and how to implement it.

Human Resources Generalist Jeri Johnson gave a brief overview. Jeri stated that Carlson Dettman suggested that we take it in four stages: 1) Prewrite, 2) Adopt Plan, 3) Adopting Supporting Policy and 4) Title Changes. Carlson Dettmann also suggested that Patrick Glynn of Carlson Dettmann be included in future meetings, which is included in our cost.

Discussion followed regarding which plan to adopt. Some Alders were in favor of the step plan while others leaned towards the combination plan.

Next followed discussion on setting the bottom of the pay band. While Carlson Dettman set the minimum at 87.5%, Committee favored 85% as step zero.

Moved by McMeans, second by Soelder, to set the minimum at 85%.

Aldersperson Brey offered a friendly amendment that upon the Personnel Director's discretion to give higher step and have Personnel Committee approve it. After a short discussion, the amendment was not accepted.

Upon a vote: Ayes, 11. Nays, none. Motion carried, as amended.

Moved by Nickels, second by Brey, to go with the Step Plan. Discussion followed. Mayor added to his motion that no later than 2017, City will implement the combination plan. Ayes, 11. Nays, none. Motion carried.

Discussion followed regarding the 2.5% increase per step. Committee was okay with 2.5%.

It was noted that Grades A to H have less opportunity to earn merit based pay. Per Aldersperson Hennessey, we have 3 years on the step plan so we can make adjustments along the way.

Aldersperson Able, Chair of Personnel, stated that the Appeals Process will be discussed at the next Personnel Committee meeting and it will be similar to what we currently have in the employee manual.

Next discussed were the salary bands and the ranking in the bands. After a short discussion, it was decided to forward a list to Aldersperson Able of any classifications that the Committee wanted Carlson Dettman to explain.

Next item for discussion was how to address the people below the minimum. It was noted that \$40,000 was in the budget. Committee needs to get information from Carlson Dettman on rationale for disputed classifications before we talk about pay bands. Jeri Johnson was to put something in writing factoring in health insurance and benefits.

The Economic Development portion of the Carlson Dettman report was discussed. At this time we do not have the funds to hire a Director of Community and

Economic Development. It was noted that City Planner Dave Less is giving the County what they need from us so the County can give us a proposal on G.I.S. Alderperson Hennessey inquired if there was a job description for the Economic Development Expediter/Planning Associate position recommended by Carlson Dettmann.

Alderperson Howe briefly left the meeting at this time. News media and those in attendance also left the meeting. Interim City Attorney remained.

Council President Hennessey then announced that notice is hereby given that the above governmental body will adjourn to a closed session during the meeting as authorized by Section 19.85(1)(c) of the Wisconsin Statutes, which authorizes the governmental body to convene in closed session 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.

The specific subject matter which will be considered in the closed session is the following: Discussion and possible action regarding possible pay increase for Police Chief.

It was moved by Alderperson Schema, seconded by Alderperson McMeans, and carried on roll call to convene in closed session. Ayes, 9. Nays, 1. (*Alderperson Able voting nay*).

#### CONVENED IN CLOSED SESSION

Alderperson Howe returned.

*(Redacted - - Closed Session)*

Moved by Mayor Nickels, seconded by Alderperson Able and unanimously carried on roll call to reconvene in open session. Ayes, 11. Nays, None.

Committee of the Whole adjourned at 7:28 p.m.

Aldersperson Jill Hennessey, Chairperson  
Committee of the Whole

By: \_\_\_\_\_  
Deborah A. Neuser  
Deputy City Clerk

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