

SALARY & PERSONNEL COMMITTEE MINUTES

February 22, 2017

A. CALL TO ORDER & ROLL CALL

Chairperson Bauman called the meeting to order. Present at roll call were Alders Bauman and Thoman. Also present were other Alders, Mayor Armstrong, City Administrator Rath, city staff, public and Bridget Cooke from The Monroe Times.

B. CORRECTION OF MINUTES

None

C. BUSINESS: OPEN

1. PROPOSAL FROM LABOR ATTORNEY FIRM JACKSON LEWIS FOR HIGHER HOURLY RATES

City Administrator Rath explained he had received an increase in fees notice from Jackson Lewis. The increase is \$15 per hour, that brings the hourly rate to \$195.00. A small increase was built in the budget for negotiations this year with sworn officers. That could help pay for the increase. The other option would be to go out for RFP for a new labor attorney. He said they have been pleased with the services, but every year there is an increase. He also said this rate is a municipal rate and less than their private rate.

Discussion took place.

Alder Thoman asked how many hours per year do we use them. City Administrator Rath said it is on an as needed basis, with more hours in the negotiation years. He figures we average 75-100 hours a year.

City Administrator Rath said he could check with some other communities and see what they pay and report back to the committee. The committee told him to do that and report back.

More discussion took place about what to do in the meantime. City Administrator Rath said we can use them until a decision can be made. We will be billed the new rate and are not locked into a contract.

2. POLICY REGARDING PAY SCHEDULE ADJUSTMENTS

City Administrator Rath explained this is the language for what was discussed at the last meeting. Compensation will be tied to the CPI. Whatever the CPI is will be the change in wages, if it is a zero percent there would be no change in wages.

Alder Bauman said this will help at budget time, it can be built right into the budget and Council will not have to come up with a number.

A motion was made by Alder Thoman to approve. The motion was seconded by Alder Bauman. The motion carried on voice vote.

D. BUSINESS BY MEMBERS

None

E. ADJOURNMENT

A motion was made by Alder Thoman to adjourn. The motion was seconded by Alder Bauman. The motion carried on voice vote.

Nicole M. Cummings, Deputy Clerk