

SALARY & PERSONNEL COMMITTEE MINUTES

October 17, 2016

A. CALL TO ORDER & ROLL CALL

Chairperson Bauman called the meeting to order. Present at roll call were Alderpersons Bauman, and Stangel. Also present were Administrator Rath, other alderpersons & city staff, Mike Stahl of AFSCME, and Bridget Cooke of the Monroe Times. Alderperson Boyce and Alt. Alderperson Thoman were absent.

B. CORRECTION OF MINUTES

None

C. BUSINESS: OPEN

1. PAYMENT IN LIEU OF HEALTH INSURANCE

Comptroller Schuchart explained. She sent out surveys to employees of which 76 were returned. 18 employees indicated that they had other health insurance available. 10 employees indicated that they would opt out of the health insurance for an incentive in the range of \$3,000 - \$5,000. This range had the most responses. Questions and discussion took place. Motion made by Alderperson Bauman and seconded by Alderperson Stangel to move to Council at \$2,000 and discuss further. Motion carried.

2. PROPOSED REVISIONS TO ARTICLES V, VI, AND VII OF THE EMPLOYEE POLICY MANUAL

Admin. Rath explained that this is a carry-over item regarding the comp time policy. He did an employee survey regarding this and 37 surveys were returned. He then explained the survey results. 5 employees indicated that comp time could be done away with, 19 wanted to keep comp time, and 13 indicated no preference. 13 employees currently have comp time on the books. Questions and discussion took place. Chairperson Bauman indicated that the school district requires comp time to be used in the same fiscal year. Discussion ensued. Bauman commented that if the city changes the policy, it should start in 2017. She said to think about this more and discuss again at the next meeting.

D. BUSINESS: CLOSED

Chairperson Bauman read the purpose of the closed meeting under Wis. Stats. 19.85(1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session along with the following agenda item.

1. NEGOTIATION STRATEGY WITH AFSCME

Motion made by Alderperson Stangel and seconded by Alderperson Bauman to close the meeting. Motion carried unanimously as announced by Chairperson Bauman.

Others left the meeting at this time. Comptroller Schuchart remained at the meeting. Discussion took place.

Motion to re-open the meeting made by Alderperson Bauman and seconded by Alderperson Stangel. Motion carried unanimously as announced by Chairperson Bauman.

E. BUSINESS: OPEN

1. CITY AND AFSCME UNION TO EXCHANGE INITIAL CONTRACT PROPOSALS

Others returned to the meeting at this time. Initial proposals were exchanged. The city is proposing a .68% wage increase effective on January 1, 2017. Catherine Kehoe of AFSCME commented that unfilled position wages are not increasing on the pay scale. Brief discussion took place.

F. BUSINESS: CLOSED

Chairperson Bauman read the purpose of the closed meeting under Wis. Stats. 19.85(1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session along with the following agenda item.

1. UNION CONTRACT NEGOTIATIONS/BARGAINING WITH AFSCME

Motion to close the meeting made by Alderperson Stangel and seconded by Alderperson Bauman. Motion carried unanimously as announced by Chairperson Bauman. The union representative and members left to caucus. Discussion continued amongst the committee members. The union representative and members then returned to the meeting. Admin. Rath explained that the city wants to leave the unfilled position wages as is, but will put a statement in the contract that it is the city's intent to offer a comparable wage at the time of hire. The union representative and members again left to caucus and then returned. Mike Stahl of AFSCME said that what was presented is acceptable with the proposed language and a .68% increase. A tentative agreement was reached.

G. ADJOURNMENT

Motion to adjourn made by Alderperson Bauman and seconded by Alderperson Stangel. Motion carried.

Carol J. Stamm, CMC/WCMC
City Clerk/Director of General Government