



City of Lake Geneva, 626 Geneva St, Lake Geneva, Wisconsin- 262.248.3673- www.cityoflakegeneva.com

PERSONNEL COMMITTEE
WEDNESDAY, SEPTEMBER 9, 2020 – 4:00 PM
CITY HALL, COUNCIL CHAMBERS

Members: Chairperson Rich Hedlund, John Halverson, Ken Howell, Cindy Flower, and Shari Straube

THE CITY OF LAKE GENEVA IS HOLDING ALL MEETINGS VIRTUALLY AS WELL AS IN PERSON TO HELP PROTECT OUR COMMUNITY FROM THE CORONAVIRUS (COVID-19) PANDEMIC. IN-PERSON ATTENDANCE WILL BE LIMITED TO NO MORE THAN THIRTEEN PEOPLE, ON A FIRST COME FIRST SERVED BASIS.

You can provide public comment on agenda items by appearing in person or by emailing your comments to the Clerk at cityclerk@cityoflakegeneva.com or you may deliver your written comments to the City of Lake Geneva City Hall, 626 Geneva Street, Lake Geneva, WI 53147. All written comments must be provided to the Clerk by 3:00 P.M. on the date of the meeting. All written comments will be read aloud during the agenda item when public comments are allowed during the meeting.

AGENDA

1. Meeting called to order by Chairperson Hedlund
2. Roll Call
3. Comments from the public limited to 5 minutes, limited to items on this agenda
4. Approval of the July 7, 2020 Personnel Committee minutes as prepared and distributed
5. Discussion/Recommendation regarding Poll Worker Pay
6. Motion to go into Closed Session pursuant to Wis. State. 19.85(1)(c) for the purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility regarding: **1) Department Head Evaluations**
7. Motion to return to open session pursuant to Wisconsin Statutes 19.85(2) and take action on any items discussed in closed session
8. Future Agenda Items
9. Adjourn

*This is a meeting of the Personnel Committee.
No official Council action will be taken; however, a quorum of the Council may be present.*

cc: Aldermen, Mayor, Administrator, Attorney, Media

**PERSONNEL COMMITTEE MINUTES
TUESDAY, JULY 7, 2020 – 4:30 PM
CITY HALL, COUNCIL CHAMBERS**

Members: Chairperson Rich Hedlund, John Halverson, Ken Howell, Cindy Flower, and Shari Straube

Chairperson Hedlund called the meeting to order at 4:35 p.m.

Roll Call

Present: Hedlund, Halverson, Howell, and Flower

Absent: Straube

Comments from the public limited to 5 minutes, limited to items on this agenda

None

Approval of the June 2, 2020 Personnel Committee minutes as prepared and distributed

Motion by Howell to approve, second by Hedlund. Motion carried 4-0.

Discussion/Recommendation regarding Riviera Beach Staff job duties and potential wage increases

Public Works Director Tom Earle addressed the committee regarding the job duties of the Riviera Beach Staff. He noted that the duties had increased, however wage was not increased to reflect that. He noted that the City is competing with other local employers and it is clear that wage is the problem with retaining employees. He noted that he would like to increase the beach staff to the mid-range for the 0.5 wage scale and that the individual that is overseeing the beach would be placed at the top of that same wage scale. Finance Director Hall stated that this increase would cost the City about \$5,500 and that the budget had been increased by \$8,000 to allow for additional cleaning at the beach.

Motion by Halverson to increase the wages for beach staff as directed for, second by Howell. Hedlund would like to see the individual overseeing the beach be promoted to Assistant Beach Manager and start her at the minimum wage scale. This would expedite the process so that these people can get their increase faster, as it will not need to go to the Finance Committee or Council. Motion failed 0-4, with all voting no.

Flower asked if the beach staff should be paid at the same rate as the DPW seasonal employees. Earle added that there should be a difference between the two as the seasonal employees have more responsibility/requirement.

Motion by Halverson to direct to staff to compensate the beach staff in accordance with the committee discussion, second by Howell. This increase should be effective immediately. Motion carried 4-0.

Future Agenda Items

None

Adjourn

Motion by Flower to adjourn, second by Halverson. Motion carried 4-0. The meeting adjourned at 4:57 p.m.

Poll Worker Comparison
Walworth County Only

<u>Municipality</u>	<u>Split Shifts?</u>	<u>Pay Rate- EI</u>	<u>Pay Rate- CI</u>	<u>Food Provided?</u>	<u>Scheduled for In-Office Absentee Voting?</u>
C. Lake Geneva	No	\$8.2861/hour	\$9.3102/hour	Yes	Yes
C. Delavan	Yes (Some)	\$140/day	\$165/day	Yes	Not answered
C. Elkhorn	Yes (Some)	\$130/day	\$200/day	No	Yes; \$10/ hour
C. Whitewater	Yes (Some)	\$10/hour	\$12/hour	Sometimes	Yes- Large elections only
T. Darien	Yes (Some)	\$12/hour	\$15/hour	Yes	Not answered
T. Delavan	Yes (Some)	\$9/hour	\$10/hour	Yes- Donated	No
T. Spring Prairie	Yes (Some)	\$125/day	\$175/day	No	Not answered
T. Walworth	Yes (Some)	\$12/hour	\$13/hour	Yes	Not answered
V. East Troy	Yes (Some)	\$10/hour	\$12/hour	Yes	No
V. Fontana	Yes	\$9/hour	\$10/hour	Yes	No
V. Mukwonago	Not answered	\$9.75/hour	\$10.75/hour	Yes- Due to COVID	Yes
V. Walworth	Yes (Some)	\$9/hour	\$10/hour	Yes	Not answered