

PERSONNEL COMMITTEE
THURSDAY, OCTOBER 25, 2012 AT 4:00 P.M.
CITY HALL, CONFERENCE ROOM 2A

The meeting was called to order by Chairman Kupsik at 4:00 p.m.

Roll Call. Present: Aldermen Kupsik, Krohn, Wall and Hill. Absent: Alderman Kehoe (arrived at 4:14 p.m.). Others in attendance: Administrator Jordan, Comptroller Pollitt, Treasurer Klein, Police Chief Rasmussen and City Clerk Hawes.

Approval of Minutes from October 11, 2012 meeting as distributed

Alderman Wall said he disagreed with the wording of the motion in the minutes. He said that he was under the impression that library employees were included with the recommendation. Alderman Krohn said she didn't believe library employees were included in the motion. The Committee agreed to amend the minutes and discuss the disagreement in today's meeting. Kupsik/Hill motion to approve the minutes from the October 11, 2012 meeting, on the condition that the motion for Item #5 be revised to "Kupsik/Hill motion to recommend a one-time stipend in the amount of 2%." Motion carried by a vote of 4 to 0.

Comments from the public limited to 5 minutes. None.

Discussion/Recommendation on non-represented employees' wages and benefits

Chairman Kupsik said the Committee last discussed a one-time stipend for non-represented employees who were on a list presented by Comptroller Pollitt. The list included full-time staff, part-time supervisory staff and non-represented public safety employees. Chairman Kupsik said that library employees were also discussed. Administrator Jordan said he spoke to City Attorney Draper about whether police or library employees could be included with the Personnel Committee's recommendation. He said Mr. Draper indicated that Library employees are under the purview of the Library Board and public safety employees are under the Police and Fire Commission. Mr. Jordan said the Personnel Committee could direct staff to issue a letter to either of these bodies informing them that they may issue a request to Finance, License and Regulation Committee for funds for a one-time stipend to their non-represented employees.

Alderman Kehoe arrived at 4:14 p.m.

Police Chief Rasmussen said the Police and Fire Commission could respond to the letter by making a request for funding that would be earmarked for the one-time stipend. He said it would be similar to requests for funding that have been made in the past for unanticipated expenditures.

Alderman Wall said he is in favor of giving the one-time stipend to either all non-represented employees or none. He suggested recommending the stipend for employees under the Committee's purview, and issuing letters to both the Police and Fire Commission and the Library Board suggesting they request funding for one-time stipends of 2% for their non-represented employees. Considerable discussion ensued about whether the letter should be issued to both the Police and Fire Commission and the Library Board. Alderman Hill said there are major differences between the Police and Fire Commission. She said the Police and Fire Commission budget is almost completely funded by the City; whereas, the Library has other revenue sources.

Kupsik/Hill motion to recommend a one-time stipend in the amount of 2% computed on each employee's current base rate for the non-represented full-time and part-time supervisory staff under the Committee's purview, which is the City Administrator, City Clerk, Building & Zoning Administrator, Comptroller, Street Superintendent, Parking Supervisor, Assistant Parking Supervisor, Emergency Management Deputy Director and Harbormaster. Motion carried by vote of 4 to 1, with Alderman Wall opposed.

Hill/Kupsik motion to direct staff to write a letter to the Police and Fire Commission recommending they consider a one-time stipend in the amount of 2% computed on each non-represented employee's current base rate which could be funded out of the General Fund, if needed. Motion carried by vote of 4 to 1, with Alderman Wall opposed.

The Committee discussed wage increases that have been proposed in the 2013 budget. Chairman Kupsik noted the proposed budget includes a 2% wage increase. Alderman Hill asked if this increase will be for the same employees who were mentioned in the previous motion. Comptroller Pollitt stated it would be the same employees and does not include seasonal employees. Alderman Hill said she requested staff to look into the budget impact of giving the 2% wage increase to seasonal staff.

Considerable discussion followed about compensation for seasonal and part-time employees of the City. Alderman Hill asked that staff provide a list of all current full-time, part-time and seasonal positions in the City and how they are compensated. She asked this list indicate when they last received raises and whether they get step increases based on longevity.

Alderman Kehoe suggested the Committee consider raises for aldermen. Administrator Jordan indicated that wage changes for elected officials cannot take effect until the subsequent term of office.

Adjournment

Kupsik/Hill motion to adjourn at 4:56 p.m. Unanimously carried.

/s/ Michael D. Hawes, City Clerk

**THESE MINUTES ARE NOT OFFICIAL UNTIL APPROVED
BY THE PERSONNEL COMMITTEE**