



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, OCTOBER 12, 2021, 4:30 PM
IMMEDIATELY FOLLOWING FINANCE COMMITTEE
Virtual Meeting. Public may join via Zoom.

A. ZOOM MEETING INFORMATION.

I. This item contains documents which provide call in information and instructions for the Zoom meeting.

B. ROLL CALL.

I. Members: Ald. Bill Galvin, Ald. Barbara Dorff, Ald. Veronica Corpus-Dax, Ald. Brian Johnson

Present: Bill Galvin, Veronica Corpus-Dax, Brian Johnson, Barbara Dorff

Others Present: Finance Director Diana Ellenbecker, Police Chief Chris Davis, Park, Recreation and Forestry Director Dan Ditscheit, Human Resources Director Joseph Faulds, Deputy City Attorney Joanne Bungert, HR Operations Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve the agenda.
Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

D. APPROVAL OF MINUTES.

I. Approval of the minutes from September 28, 2021.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve.
Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

E. REGULAR BUSINESS.

1. Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

a. Forestry Worker I - Park, Recreation & Forestry

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

2. Consideration with possible action to modify the Municipal Judge position from .65 FTE to a .5 FTE position and continue to offer full-time benefits.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

3. To amend Personnel Policy Chapter 11: Travel and Reimbursement to remove 11.5.4 Monthly Automobile and Parking Allowance.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve.

Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

F. INFORMATIONAL.

1. Report of routine personnel actions for regular employees.

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson to receive and place on file.

Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

2. Next meeting date: October 26, 2021.

The next meeting date is October 26, 2021 at 3:00 p.m. or immediately following the Finance Committee meeting.

G. ADJOURNMENT.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to adjourn.

Motion Passed.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None.

VERBATIM MINUTES

- October 12th, 2021. We'll start out with roll call older door. You're a muted, but I'll take that as a yes. Alder Johnson and you're muted too. And Alder Corpus-Dax. You when you weren't muted. Okay. We're all here. I'll entertain a motion on the agenda. I have to second, all those in favor, say aye. And I'll entertain a motion on the minutes. All those in favor, say aye. All right. On the regular business consideration with possible action request to fill the following replacement positions and all subsequent vacancies, resulting from internal

transfers. We're forestry worker, park recreation, forestry. Does anyone have any questions for staff? Okay. Not seeing any questions for staff I'll second. All those in favor. Say I can have passes.

Number two consideration with possible action to modify the municipal judge position from 0.65 FTE to 0.5 FTE, continue to offer full-time benefits staff.

- Yeah, you'll see. In the packet that we propose to move the position from 0.65, to 0.5, but to keep it at a, the benefits that a full-time employee for the percentage rate for premiums. So you'll see the salary that's outlined in each year. So I'm not sure if you have any questions on that or if you want us to expand, I guess, if on that proposal.

- Well, the only question I would have Joe is, is the work of the judge been reduced that much. I mean, reissuing less tickets, or there's just less work for him now.

- No, the expectation is that the judge puts in about 20 hours a week and sometimes it's about 20 hours. Sometimes it's much, much less than that, but that's where the pay is just more, I guess, expectation is about 20 hours a week. So that's where the expectation of 20 hours a week. That's where you get the 0.5 FTE versus the 0.65 that we have been doing in the past.

- Okay. Does anyone else have any questions for staff?

- Is the salary changing?

- So, Yes. The salary will be reduced about \$15,000. It would have been about, I think about 68,000. If you go 0.65, but it's going to be as outlined in the memo about 53,000.

- So really the total number of hours being expected to work is, is what's being adjusted. The pay is being adjusted proportionately.

- That's correct.

- But the number of hours that he's expected to work, isn't changing.

- Okay. So the position, I think always was at 0.65 FTE. And when this was sent out to our consultant during the salary study, the expectation of hours of work was 20 hours. And I think the city having this position being a 0.65 FTE for so long, we continued to keep it at 0.65, but now noticing that the expectation is 20 hours, we would like to just pay the person based upon the expectation of work of 20 hours a week.

- Okay. And I presume that Judge Hanson is aware of this.

- Yes he has. We've talked to him about it. And you know, I think I talked to him, it's essentially, you know, when you want to recruit other candidates, obviously it's an elected position, but you wouldn't want to get the best people to run. You would think the more you pay, the more that, you know, the person, I guess, attractive candidate we would get. But when you look at \$52,000 for 20 hours a week, probably I'm assuming the candidate will be an attorney will actually has to be an attorney. The person will be able to have private practice outside of 20 hours a week that they have already. And then we also are still offering the full time benefit at the benefits at a rate of a full-time employee. So I do think it's still a competitive package that's being offered.

- Okay. Did, did Judge Hanson have any opposition to that reduction?

- No, he really didn't. You know, he's done a very good job of reducing the workload because there's been a lot of changes with, I guess, software and technology with the whole court system, with the scheduling and

accepting payments and things like that. So there really has been a reduction in the amount of hours that are needed. And this kind of makes sure that the pay is for 20 hours a week and if a new judge wants to put in, you know, up to 20 hours a week or put, put in more time. That's their choice to do so or not.

- Have you ever seen a scenario, a Director Faulds in other, maybe you get paid by caseload as opposed to ours?

- I have not. There was a study that was done a few years ago, I think. And it was presented by the league of Wisconsin Municipalities that did a study of all the across the state that was not aware of a pay that was set up like that.

- Okay.

- All right. Any other questions or I'll entertain a motion because you talked and you're supposed to talk last. That's what confused me myself. I'll entertain a motion to growth. Okay. All those in favor, say aye. Aye, aye. And that passes unanimously.

Onto number three to amend the personal policy chapter 11, travel and reimbursement remove 11.5 0.4 monthly automobile and parking lot. After reading it over. I have no questions. Does anyone else have any questions for staff? This, if not all entertain a motion to approve. Okay. All those in favor. Aye. That passes unanimously. That was a fun standoff lose again.

Does anyone have any questions on the routine personnel moves? If not, I'll entertain a motion. All those in favor, say aye. Aye.

Our next meeting is October 26th. I imagine we'll be meeting either before or after one way or another. We'll start at three or we'll be meeting right after that. I'll entertain a motion to adjourn, move to adjourn. All those in favor. Say aye. Aye. Aye. All right, everyone take care and have a good week.