

PERSONNEL COMMITTEE

OCTOBER 26, 2015

The meeting was called to order at 6:41 p.m. by Ald. Hohmann with the following Roll Call:

Members Present: Ald. Hohmann, Ald. Longo, Ald. Boelk

Members Absent:

Others Present: Mayor Redeker, Darlene Smith, Lois Krueger, Ald. Schmidt, Ald. Toellner, Lisa Schmitt, Dave Pieper, Karen Moyle, Mike Kurutz

Item #2 Approve the Minutes of September 8, 2015, September 14, 2015 and September 28, 2015, meetings.

Motion by Ald. Boelk, second by Ald. Longo to approve the minutes of the September 8, 2015, September 14, 2015 and September 28, 2015 meetings. Motion carried unanimously.

Item # 3 Citizens Comments.

The mayor stated there will be an informational meeting on the new sewer lateral ordinance at 7 p.m. on Thursday at the Senior Center located on N. Walnut St. It will be recorded it and put on the city's website.

Item # 4 Clerk's Report.

A. No Report.

Item #5 Discuss with possible action Group Life Insurance Policy for Mayville Fire Department and Mayville EMS.

This is a housekeeping item. The fire dept. and EMS do have a life insurance policy that is paid for out of their trust fund. We did notice the EMS made a change to their policy having a 12 month waiting period which began on November 1, 2014.

Motion by Ald. Hohmann, second by Ald. Boelk to approve the Group Life Insurance Policy for the Mayville Fire Department (no waiting period) and Mayville EMS (12 month waiting period) pending attorney review. Motion carried unanimously.

Item #6 Discuss/Recommend Health Savings Account in High Deductible Plan-PO7

This was approved in finance but was tabled in personnel, so it was brought forth for that reason. No action needed.

Item #7 Discuss/Recommend Flexible Spending Plan

This was approved in finance but was tabled in personnel, so it was brought forth for that reason. No action needed.

Item #8 Review/Recommend Increasing TAG Center Clerk's 2016 Hours from 30 to 40 hours per week.

The current budget does include the increase from 30 to 40 hours. The most important thing is there is a weekend shortage of hours. Also if the TAG Center expansion passes there will be additional programming and duties with that. Karen is presently the only person who has the knowledge to be able to cover when Lisa is off. Karen currently does all of program guides and brochures. Positions have been eliminated at the front desk and not replaced over the years. Need to provide good customer service. Karen is an exceptional employee who has been with us for 13 years. She assumed extra responsibilities and duties since the fitness staff has been reduced. She would be getting increased 2 hours a day. Karen also helps in the aquatics department. Karen does help Dave with logging all the daily usage of chemicals for the pool and assists him with administrative tasks.

Ald. Boelk asked Comptroller/Treasurer Lois Krueger what the extra cost would be and she stated the extra cost is if she is not there someone else will be there. Ald. Boelk asked what the cost in dollars is and Lois responded the extra cost would be 10 hours times 52 weeks times \$4 which is the difference in Karen's wage and some of the other part-time employees which is \$2,080.

Ald. Hohmann believes if someone is in charge of a certain area they could befriend somebody and push them over to full-time versus actually having people fill out applications and determining the best qualified person to go full-time and not only that but to see if someone out in the public is got some type of determined qualifications, so whenever we take a look at just saying hey you can go to full-time; he believes this is a route the city should never go. Ald. Hohmann wants to change the process to make sure there is no such thing as nepotism. He wants to make sure the city does not have what he calls the "good old boys system". When Ald. Hohmann takes a look at hiring here is what we do typically at the city; He asks Lisa, "How did you become in charge over there?" because we needed to fill a position. He believes you can't just do that, there has to be some sort of process. We could be missing a potential candidate out there that could be much better.

Ald. Longo sees this as two parts; one is the position and the other is the person. He has heard the justification for the position and once the position is approved by the personnel committee it is up to the department head to choose their employees. He agrees the personnel committee approve the position but the person is up to the people that are running the operation.

Comptroller/Treasurer Krueger added what you are asking for is for Lisa to find someone to work 2 hours per day. It would be better for function if it went to an eight hour position rather than to go out and find someone to work 2 hours a day or extra weekend hours. It will be difficult to find someone to fill those weekday and weekend hours and it may take two people and plus you would have to train them, and then they would only be able to work customer service at the front desk and not be able to do all the functions Karen does.

Ald. Boelk stated he did the math and asked Comptroller/Treasurer Krueger if the additional cost would be \$6,700? She stated it is not as easy to calculate as that. In addition to that Karen has offered to not take an increase in pay from last year to this year. Ald. Boelk stated he is just looking at the financial amount being \$6,700. Lois stated yes just from a financial standpoint, but she feels it needs to be looked at from a practical standpoint as to how you are going to fill those hours at two hours a day that would mean shifting a lot of schedules and trying to make it work. Ald. Boelk interrupted saying, "Yes I understand all that and Lois I don't think that is your place, I asked how much the financial is, that is all I asked for I don't need all this other crap". Lois replied, "I am sorry it is not crap". Ald. Boelk specified you are trying to give your input and influence the Council and that is not right; you are not elected to do this job. I asked for the finances and you gave it to me now if I want other information I will ask.

Motion by Ald. Longo, second by Ald. Boelk to recommend the TAG Center Clerk's 2016 hours from 30 to 40 hours per week, and it is Lisa's decision who she chooses to fill the position. Motion failed 1-2. Ald. Boelk and Ald. Hohmann voted no.

Item #7 Adjournment

Motion by Ald. Boelk, second by Ald. Hohmann to adjourn at 7:02 p.m. Motion carried unanimously.

Darlene Smith, City Clerk