

The meeting was called to order at 5 P.m. by Ald. Pasbrig with the following Roll Call:

Members Present: Ald. Pasbrig, Ald. Redeker, Ald. Voss

Members Absent:

Others Present: Deanna Boldrey, Bill Linzenmeyer, Kathie Wild, Chris MacNeill, Judy Bauer, Marjean Sertich, Dave Pieper, Lisa Schmitt, Mike Kurutz, Ashley Schabel, Nancy Trakel

Item # 2 Citizens Comments.

None.

Item # 3 Discussion on Non-Union Employee Manual Updates with possible recommendations.

Ald. Pasbrig introduced the item. He noted that the handbook would be discussed section by section.

Section 6.3 Annual Leave: Ald. Redeker questioned the leave that could be carried over. Discussion ensued that the addition notes that it is up to the Department Head and the Mayor.

Section 6.4 Longevity: Covered by Resolution 4433-2010.

Section 6.5 Funeral Leave: Discussion of the relatives that is included was discussed. No changes. The Mayor noted that what is in the manual is standard.

Section 6.8 Military Leave: Deanna suggested the following in place of the current language. "A leave of absence without pay shall be granted to any full or part-time employee who is drafted, enlisted or is called to duty in the armed forces. Re-employment rights of such employees shall be governed by applicable law. Employees who are members of the National Guard or United States Military Reserve shall be granted temporary leaves of absence for required hours of duty or training."

Section 6.9 Worker's Compensation: Discussion of checking to current law ensued. Kathie Wild was going to double check this to the current law.

Sections 6.10, 6.11, 6.12, 6.13, No Changes Suggested.

Section 6.14 Employee Service Recognition Awards: Ald. Redeker questioned if the department head could address at a committee meeting to recognize the employees.

Section 6.15 Protective Eyewear Reimbursement: It was noted that the sentence stating that the eyewear must be purchased at to be removed. The line noting that the eyewear should be purchased by a licensed ophthalmologist or optometrist was reviewed.

Section 6.16 Uniform Allowance: Ald. Redeker suggested to increase the dispatchers allowance to \$250.00. Ald. Voss suggested to decrease the allowance to \$150. Kathie Wild noted that the uniform allowance is sometimes paid directly to the vendor. Bill Linzenmeyer noted that worn uniforms are taken care of by the officer.

Section 6.17 Cellular Phone Reimbursement: Bill Linzenmeyer suggested that in the future there would be a need for department heads to have blackberry type phones. Ald. Pasbrig questioned if the \$120 per year was reasonable.

Ald. Redeker proposed a section 6.18 titled TAG Center Memberships. His proposal noted memberships for full-time and part-time employees. Ald. Redeker suggested that the part-time employees memberships be at 50%. Discussion of the idea ensued. Kathie Wild noted that this would be lost revenue. Lisa Schmitt noted the insurance benefit that full-time employees receive. Ald. Redeker noted that there are not any raises for the non-union employees. Lisa noted that she would like to see how many City Employees are already and member and the loss in revenue.

Section 7.1 Resignation: The last sentence is to be removed.

Sections 8.1, 8.2, 9.1, 9.2, 10.1 no suggested changes.

Section 12 Pay Plan: Ald. Pasbrig noted that there will be an easier plan presented at the next meeting.

Item # 4 Adjournment.

Motion by Ald. Pasbrig, second by Ald. Redeker to adjourn at 5:55 p.m. Motion carried unanimously.

Deanna Boldrey, City Clerk