

PERSONNEL COMMITTEE

FEBRUARY 26, 2018

The meeting was called to order at 7:31 p.m. by Ald. Olson with the following Roll Call:

Members Present: Ald. Olson, Ald. Toellner, Ald. Henkel

Members Absent: None.

Others Present: Mayor Boelk, Ald. Smith, Ald. Frings, Ald. Forster, Mike Kurutz, Nathan Kempke, David Koch, Jeff Trott, Mark Trott, Lois Krueger, Sara Decker

Item #2 Approve the Minutes of the November 27, 2017, January 22, 2018 meetings.

Motion by Ald. Toellner, second by Ald. Henkel to approve the minutes of the November 27, 2017 and January 22, 2018 meetings. Motion carried unanimously.

Item #3 Citizens Comments.

None.

Item #4 Discuss/Recommend changes to the employee handbook regarding the grievance procedure.

The Mayor put this on the agenda. He explained the grievance process. The impartial hearing is \$800 through WERC. He'd like to have it be a 50/50 split. It will make people think twice about filing grievance. There was discussion about a union grievance. It was noted that it may be a little heavy on an employee to spend \$400. It isn't the same as a whole union. It was discussed that if the grievance had merit, then the city would pay. The Mayor noted that it is not normally done that way.

Motion by Ald. Toellner, second by Ald. Henkel to recommend changing the employee handbook indicating that grievances with an impartial hearing officer should be split 50/50. Motion carried 2-0 (Ald. Olson abstained from voting)

Item #5 Adjournment

Motion by Ald. Henkel, second by Ald. Toellner to adjourn at 7:39 p.m. Motion carried unanimously.

Sara Decker, City Clerk