

## PERSONNEL COMMITTEE MINUTES

**Monday, January 31, 2011**

The Personnel Committee of the City of Manitowoc met in the Second Floor Conference Room at City Hall, 900 Quay Street, Manitowoc, Wisconsin on January 31, 2011 at 4:30 p.m. Members present were Chair Chris Able, Alderpersons McMeans, Hennessey and Schema. Alder Olson was absent. Other Alders present were Sladky, Kadow and Levendusky. Others present were Mayor Nickels, Denise Larson, Jeremy Crees, J.J. Ploederl, Steve Igniera, AFSCME Staff Representative Mark DeLorme and Deb Geiger, Human Resources & Safety Coordinator.

1. The meeting was called to order at 4:30 p.m.
2. Discussion of grievance numbers 1, 2 and 3 filed by AFSCME. Mark DeLorme, J.J. Ploederl and Steve Igniera presented the grievances on behalf of the union. The union requested that their presentation be made in open session. Three arguments were outlined: there had been no discipline for a long time in the Parks & Recreation Department, the employees should have been notified that discipline would occur, there was disparate treatment. The remedy requested was to remove all three warnings removed from the employees' files.
3. Convene in Closed Session. At the request of Jeremy Crees, Interim Assistant Recreation Director, a motion was made by Alder Hennessey made a motion to convene in closed session at 4:58 p.m. Alder Schema seconded the motion. All members present voted in favor of the motion by roll call vote.

### CLOSED SESSION

4. Discussion of grievance numbers 1, 2 and 3 filed by AFSCME. Jeremy Crees presented on behalf of management. Following an investigation into the incidents, it was determined the incidents rose to the level of discipline. Each of the incidents was preventable.

Alder McMeans left the meeting.

5. Reconvene in Open Session. A motion was made by Alder McMeans and was seconded by Alder Hennessey to reconvene in open session at 5:42 p.m. All members present voted in favor of the motion by roll call vote.

### OPEN SESSION

6. Discussion and possible action on grievance numbers 1, 2 and 3 filed by AFSCME. Following a brief discussion, a motion was made by Alder Hennessey and was seconded by Alder Able to deny each of the three grievances. Alders

Able and Hennessey voted in favor of the motion with Alder Schema opposed.  
That vote being 2-1.

17. Adjourn. The meeting was adjourned at 5:45 p.m.

Respectfully submitted,

Debra Geiger  
Human Resources & Safety Coordinator