

PERSONNEL COMMITTEE MINUTES

Monday, May 9, 2011

The Personnel Committee of the City of Manitowoc met in the Second Floor Conference Room, 900 Quay Street, Manitowoc, Wisconsin on May 9, 2011 at 5:15 p.m. Members present were Chair Chris Able, Alderpersons Hennessey, McMeans, Schema, and Thennes. Others present were Alders Soeldner and Sladky, Denise Larson, Police Chief Tony Dick, Val Mellon, Derek Muench, Gregg Kadow, Fire Chief Bill Manis and Debra Geiger, HR & Safety Coordinator.

1. The meeting was called to order at 5:15 p.m.
2. Public Input. None.
3. Discussion and possible approval of minutes of previous Personnel Committee meetings. Alder Hennessey made a motion to approve the minutes as drafted for the meetings of December 29, 2010, January 3, January 5, January 6, January 10, January 31, February 17, March 14, and March 31, 2011. Alder McMeans seconded the motion. All members voted in favor of the motion. That vote being 5-0.
4. Discussion and possible recommendation regarding hiring of four seasonal employees related to elected officials and/or supervisory personnel. Derek Muench and Denise Larson presented the requests. There are five seasonal employees for consideration and none will report directly to the related supervisor and/or elected official. A motion was made by Alder McMeans and was seconded by Alder Thennes to recommend approval of the hiring of the five seasonal employees. All members voted in favor of the motion. That vote being 5-0.
5. Discussion and possible recommendation regarding hiring part-time Transit Drivers. Derek Muench presented the request. The request has not previously been considered by the Public Utilities and Licensing oversight committee. A motion was made by Alder Thennes to recommend the filling of two Transit Driver positions following a similar recommendation by Public Utilities and Licensing. Alder Schema seconded the motion. All members present voted in favor of the motion. That vote being 5-0.
6. Discussion and possible action regarding the filling of two vacant positions at the Fire Department. Fire Chief Manis presented a request to fill two vacant positions (Ebert and Neilson) and one new hire for the year 2011 in accordance with the labor agreement Alder Thennes made a motion to fill the two vacant and one additional position. Alder McMeans seconded the motion. Following a discussion, Alder Thennes amended his motion to include referral to the oversight committee for approval before hiring the three firefighters. Alder McMeans seconded the

amended motion. All members present voted in favor of the motion. That vote being 5-0.

7. Discussion and possible recommendation regarding implementation of health insurance premium contribution change for Crossing Guards. Chief Dick presented the request to defer the employee share of one month's premium payment for a Crossing Guard. A motion was made by Alder Able to allow the affected employee to make equal payments from each payroll through December 31, 2011, with a signed agreement on file, so that full payment may be made over a period of time due to the unique hardship in this particular situation. Alder Schema seconded the motion. All members present voted in favor of the motion. That vote being 5-0.

Convene in Closed Session

A motion was made by Alder McMeans and was seconded by Alder Hennessey to convene in closed session. All members voted in favor by roll call vote to convene in closed session. The Committee convened in closed session at 6:15 p.m.

8. Discussion regarding hiring of Finance Director/Treasurer.

*****Redacted – Closed Session*****

9. Discussion regarding Police Patrol grievance #11-180.

*****Redacted – Closed Session*****

10. Discussion regarding Teamsters DPW mediation.

*****Redacted – Closed Session*****

Reconvene in Open Session

A motion was made by Alder Schema to reconvene in open session. The motion was seconded by Alder Hennessey. All members voted by roll call vote to reconvene in open session. The Committee reconvened in open session at 6:50 p.m.

11. Discussion and possible action regarding Police Patrol grievance #11-180. Alder McMeans made a motion to continue to support the Chief's decision but to offer a settlement agreement on a non-precedent setting basis to pay ½ of the requested remedy amount in an effort to avoid costly litigation of the matter. Alder Schema seconded the motion. All members voted in favor of the motion. That vote being 5-0.
12. Schedule the next Personnel Committee meeting. It was agreed by consensus the next regular meeting would be held on June 13, 2011 at 5:00 p.m.

13. Adjourn. The meeting was adjourned at 6:52 p.m.

Respectfully submitted,

Debra Geiger
Human Resources & Safety Coordinator