



City of Manitowoc

900 Quay Street
Manitowoc, WI 54220
www.manitowoc.org

Meeting Agenda Personnel Committee

Monday, November 10, 2014

5:00 PM

Council Chambers

Pursuant to Section 19.84(2) and (3) of the Wisconsin Statutes, notice is hereby given to the public, to the Herald-Times-Reporter, the official newspaper of Manitowoc, and to those news media who have filed a written request for this notice that a meeting of the above-referenced will be held at the date, time and location listed above.

The above governmental body will meet to discuss and possibly take action on the agenda items set forth below.

1. CALL TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT

4. APPROVAL OF MINUTES

5. CONSENT AGENDA

[14-2226](#) Approval of October 13th, Personnel Committee Minutes.

Attachments: [PC Minutes 10-13-2014](#)

[14-2227](#) Review of legal fees billed out through Human Resources.

Attachments: [OUTSIDE LEGAL COUNSEL FOR HR 2014 Costs](#)

[14-2228](#) Review of legal fees billed out through Attorney's Office for Municipal Court prosecution.

Attachments: [MOZINSKI CASHMAN 2014 Costs](#)

[14-2229](#) Report out on Health Plan Funding.

Attachments: [City of Manitowoc - Health October](#)
[City of Manitowoc - Dental October](#)

[14-2230](#) Report out of Human Resources initiatives.

Attachments: [HR Update Oct
2015 Premiums](#)

[14-2231](#) Report out of City Attorney's Office initiatives.

Attachments: [Atty Update November2014](#)

APPROVAL OF CONSENT AGENDA

6. DISCUSSION AND ACTION ITEMS

[14-2235](#) Presentation from Associated Financial Group for their services as the City's broker for health insurance for 2015.

Attachments: [AFG Recommendation](#)

[14-2241](#) Announcement of Cities and Villages Mutual Insurance Company's Bottom Line Club award.

[14-2233](#) Retiree insurance premium rates for 2015.

Attachments: [2015 Retiree Premiums](#)

[14-2244](#) Filling of the vacant Community Service Worker position in the Police Department.

Attachments: [Police Chief Memo re Community Service Worker Hire](#)

[14-2333](#) Request to replace a vacant Wastewater Treatment Facility Operator due to a resignation.

Attachments: [Personnel Requisition Form WWTF Operator](#)

[14-2335](#) Request to replace a vacant Fleet Mechanic in the Public Infrastructure Department due to a resignation.

Attachments: [Personnel Requisition Form Fleet Mechanic](#)

[14-2232](#) Request from Jim Muenzenmeyer, Transit/Buildings and Grounds, to post, advertise, interview and hire a replacement for a vacant Custodian position.

Attachments: [Jim M. Request for Custodian replacement
Personnel Requisition Form Custodian](#)

[14-2239](#) Request from Jim Muenzenmeyer, Transit/Buildings and Grounds, to hire an additional Limited Term Employee from Holiday House to clean the Transit transfer building.

Attachments: [Jim M. Request for LTE position](#)

[14-2234](#) Request from Dan Koski, Public Infrastructure Director, to hire DPW retirees for seasonal snow removal at a higher wage rate than the current seasonal rate of \$16.00 per hour.

[14-2240](#) Revised job description for Associate Planner/Economic Development Expeditor within the Community Development Department.

Attachments: [Associate Planner JD 11-2014](#)
[Associate Planner JD NPS edits](#)

[14-2238](#) Communication from the Teamsters requesting to negotiate a base wage agreement for 2015, for an across the board wage increase of 1.57% for DPW employees.

Attachments: [Teamsters Request to Negotiate DPW Base Wages for 2015](#)

[14-2243](#) Discussion regarding request for pay increase from Municipal Court Judge Steve Olson.

Attachments: [Mun Ct Judge Steve Olson request](#)

[14-2236](#) Revised Performance Review form.

Attachments: [Performance Review Form 2015](#)

7. CONVENE IN CLOSED SESSION

[14-1750](#) Compensation Plan Wrap-up: Recommendations on Internal Equity.

Attachments: [Internal Equity Comp Implementation PC 10-13-2014](#)

[14-2242](#) Discussion of grievance filed by Police Department Employees, Law Enforcement Employee Relations, Division of the Wisconsin Professional Police Association.

[14-1753](#) Discussion of Police and Fire contract negotiations.

Notice is hereby given that the above governmental body may adjourn into a closed session during the meeting as authorized by Section 19.85(1)(c) of the Wisconsin Statutes, which authorizes the governmental body to convene in closed session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The specific subject matter that may be considered in closed session is:
14-1750.

Notice is hereby given that the above governmental body may adjourn into a closed session during the meeting as authorized by Section 19.85(1)(e) of the Wisconsin Statutes, which authorizes the governmental body to convene in closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, and Section 111.70 of the Wisconsin Statutes which authorizes the governmental body to convene in closed session for the purpose of collective bargaining. The specific subject matters that may be considered in closed session are: 14-2242 and 14-1753.

RECONVENE IN OPEN SESSION

[14-1750](#) Compensation Plan Wrap-up: Recommendations on Internal Equity.

Attachments: [Internal Equity Comp Implementation PC 10-13-2014](#)

8. SCHEDULE NEXT MEETING

9. ADJOURNMENT

If you need accommodations for this meeting, please notify the City Clerk's office at least 48 hours in advance of the meeting (or as soon as possible after the meeting is posted, if posted less than 48 hours prior to the meeting time) at 920-686-6950. For additional assistance, individuals with hearing or speech disabilities can call 711 and be connected to a telephone relay system.