



City of Manitowoc

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

Meeting Minutes - Final Personnel Committee

Tuesday, May 26, 2015

5:15 PM

Council Chambers

1. CALL TO ORDER

The meeting was called to order at 5:15 p.m.

2. ROLL CALL

Rochelle Blindauer, Dan Koski, Chad Scheinoha, Todd Blaser, Kathleen McDaniel, Karen Dorow, Amber Daus, Eric Sitkiewitz, Jessie Lillibridge

Present: 4 - Hennessey, Able, McMeans and Sladky

Absent: 1 - Brandel

3. PUBLIC COMMENT

None.

4. DISCUSSION AND ACTION ITEMS

Jim Muenzenmeyer arrived at 5:22 p.m.

Mayor Nickels and Alder Mike Howe arrived at 5:26 p.m.

Alder Al Schema arrived at 5:29 p.m.

[15-566](#)

Temporary Backfill of Parks Position.

Rochelle Blindauer provided an update that the Parks Team Leader is out on a Worker's Compensation leave. The Parks Department would like to hire a temporary, skilled, seasonal employee at \$18.00 per hour to assist with the department. In addition, a request was made to give a one-time bonus of \$500 to a current Parks employee who is taking over the vacant lead role. Discussion ensued. Alder Able questioned whether the skilled labor rate is the same amount that is paid to snowplow drivers. Snowplow drivers are paid \$16.00 per hour. Alder Sladky expressed concern about setting different pay grades and suggested keeping the wage at \$16.00 per hour. Dan Koski indicated that in the past they have hired this employee, who is a retired police officer, and have paid him \$18.00 per hour. Alder McMeans indicated that he does not approve of hiring the employee at \$18.00 per hour due to the overall City budget issues. Dan indicated that this position would be doing higher level maintenance work. The loss of the employee in the Parks Department represents 20% of the Parks staff.

Alder Hennessey questioned whether an exception should be made in giving out a one-time, lump sum payment since in the past this has only been done for employees one level below Department Heads. Alder McMeans indicated he was concerned that this would set a precedent for future. Chad Scheinoha indicated that his management and

administrative tasks would suffer if we do not pull this employee into the lead role. Alder Sladky was not in support of the lump sum payment due to the precedent that it will set. Dan Koski indicated that he considers this to be a part of the succession planning program. Alder McMeans suggested making a change to the overall policy and that it should be discussed again.

Moved by Able, seconded by Sladky, to recommend approval of hiring a temporary, seasonal employee at \$16.00 per hour. The motion carried by the following vote:

Aye: 3 - Hennessey, Able and Sladky

Nay: 1 - McMeans

5. ADJOURNMENT

A motion was made by Alder McMeans, seconded by Alder Able, to adjourn at 5:31 p.m. The motion carried by the following vote:

Aye: 4 - Hennessey, Able, McMeans and Sladky

Submitted by Rochelle Blindauer, Human Resources Director.