



# City of Manitowoc

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

## Meeting Minutes - Final

### Personnel Committee

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Monday, August 3, 2020

6:00 PM Council Chambers. Meeting is also available via Remote Conferencing

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#### 1. Call to Order

The meeting was called to order at 6:00 p.m.

#### 2. Roll Call

Jessie Lillibridge, Kathleen McDaniel, John Brunner, Jeremiah Novak, Scott McMeans, Todd Blaser, Justin Nickels, Nick Reimer, Dan Koski, and Debbie Charney.

**Present:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

#### 3. Public Comment

None

#### 4. Consent Agenda

These items will be approved by one motion unless any Committee Member wishes to remove an item for discussion.

REMOVAL OF CONSENT AGENDA ITEMS:None

Any Committee Member may request removal of any item from the Consent Agenda, and such item shall be removed without debate or vote. Any item or part thereof removed from the Consent Agenda shall be separately considered.

- [20-0729](#) Approval of July 6, 2020 Personnel Committee Minutes
- [20-0730](#) Review of legal fees billed out through July, 2020-Human Resources
- [20-0731](#) Report out on Health Plan Funding
- [20-0732](#) Report out of Human Resources Initiatives August, 2020
- [20-0733](#) Report out of City Attorney's Initiatives August, 2020

#### Approval of the Consent Agenda

Moved by Hansen, seconded by Schlei, to accept the Consent Agenda Items and recommendations of the various committees The motion carried by the following

vote:

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

## 5. Discussion and Action Items

[20-0757](#) Request Approval of Pandemic Response Policy

Human Resources Director Jessie Lillibridge explained to the committee that this policy was requested to be put into place to have something for future reference if there is ever a need. This policy could be changed in the future if necessary.

**Moved by Schlei, seconded by Hansen, that this request for approval of a Pandemic Response Policy be approved and referred to Council. The motion carried by the following vote:**

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

[20-0756](#) Overview of Benefits for Employees Covered under the Employee Policy Manual

Alder Czekala explained to the committee that he advised HR Director Lillibridge to put together a benefits summary for discussion. There was some discussion on this and no action taken.

[20-0768](#) Discussion and possible action on Mayor's salary for 2021-2024

There was some discussion on the timeline for this item to be reviewed and when the term for the Mayor is up.

**Moved by Sitkiewitz, seconded by Hansen, that this request to approve the Mayoral salary with a 0% increase in 2021, a 2% increase in 2022, a 2% increase in 2023, and a 2% increase in 2024 be approved and referred to council. The motion carried by the following vote:**

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

## 6. Convene in Closed Session

**Moved by Hansen, seconded by Sitkiewitz, to convene in closed session at 6:19 p.m. The motion carried by the following vote:**

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

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.

The specific subject matter that may be considered in closed session is:

[20-0227](#) Firefighter Bargaining

[20-0436](#) Police Six Month Contract Approval

[20-0734](#) Request from Local 662 to enter into 2021 DPW Wage Agreement

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)(g) of the Wisconsin Statutes, which authorizes the governmental body to convene in closed session for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The specific subject matter that may be considered in closed session is:

[19-0975](#) DWD Complaint

(Closed Session portion of the Minutes has been redacted.)

### 7. Reconvene in Open Session

**Moved by Hansen, seconded by Schlei, to reconvene in open session at 7:00 p.m.  
The motion carried by the following vote:**

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

[20-0227](#) Firefighter Bargaining

No discussion or action on this item

[20-0436](#) Police Six Month Contract Approval

Alder Sitkiewitz voiced to the committee that he is not in support of approving this six month contract.

**Moved by Schlei, seconded by Hansen, that this request to approve a police six month contract be accepted and referred to council. The motion carried by the following vote:**

**Aye:** 4 - Czekala, Hansen, Schlei and Bailey

**Nay:** 1 - Sitkiewitz

[19-0975](#) DWD Complaint

No discussion or action on this item

[20-0734](#) Request from Local 662 to enter into 2021 DPW Wage Agreement

The committee recommended placing this item on file and advising HR Director Lillibridge to send a letter to the union.

**Moved by Sitkiewitz, seconded by Schlei, that this request from Local 662 to enter into a 2021 DPW wage agreement be placed on file and direct the HR Director to send a letter to the union. The motion carried by the following vote:**

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

## **8. Adjournment**

**Moved by Schlei, seconded by Hansen, that this meeting be adjourned at 7:02 p.m. The motion carried by the following vote:**

**Aye:** 5 - Czekala, Sitkiewitz, Hansen, Schlei and Bailey

Submitted by Debbie Charney, Human Resources Generalist