



Minutes
Committee #2
Labor Negotiations, Personnel, Policy & Administration
October 1, 2014

Committee #2 met on Wednesday, October 1, 2014 at 8:30 AM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.

Council/Committee Members present: Amy Mason, Chuck Hull, Rob Kiefer.

Others present: Finance Manager/Treasurer Lynne Bauer, Public Works Director/City Engineer/Utility Manager Rick Rubenzer, Street & Utility Maintenance Manager Rick Ruf, Police Chief Wendy Stelter, Police Lieutenants Matt Kelm and Brian Micolichek, Police Sergeants Dave Bebeau, Ryan Douglas and Kory Boos.

Call to Order: 8:30 AM

Items of business to be discussed or acted upon at this meeting are shown on the attached agenda below:

1. **Open Session**

2. **Discuss potential vacancies in Street Department and discuss authorization to begin hiring process. Possible recommendations to the Council.**

Rick Rubenzer and Rick Ruf discussed vacancies they believe will occur toward the end of the year. A 90 day incentive payment recently implemented did not generate employee retirement notifications. In order to shorten the length of the potential vacancies, authorization to begin the hiring process was discussed with the understanding that no offer of employment will be made until official retirement notice(s) from current employees is received.

Motion by Hull/Mason to recommend the Council authorize the City to begin the hiring process for potential street department vacancies. **All present voted aye. Motion carried.**

3. **Closed Session**

Motion by Hull/Mason to go into closed session under WI Statutes 19.85(1)(e) "conducting public business with competitive or bargaining implications" to: **a) Discuss labor negotiation issues, process and strategy;** and to include Council Members, Finance Manager/Treasurer Bauer, Police Chief Stelter, Police Lieutenants; may return to open session for recommendations on above item.

Roll call vote: Hull - Aye; Mason - Aye. Motion carried.

The Committee discussed labor negotiation issues, process and strategy.

Motion by Mason/Hull to return to open session. **All present voted aye. Motion carried.**

4. **Discuss Police Department organizational restructure and appropriate pay grid placement. Possible recommendations to the Council.**

Police Chief Wendy Stelter summarized the changes in her department resulting from the retirement of her management staff in 2012 and 2013 and the implementation of 12 hour shifts. With the loss of the captain position, the lieutenants and sergeants are tasked with more responsibilities. A unit clarification has removed the sergeants from the Union. Discussion occurred on appropriate placement on the management grid taking into account the benefit differences between management and union personnel (see attached). More discussion will take place at the next Committee #2 meeting.

No action taken.

5. **Adjournment**

Motion by Mason/Hull to adjourn at 10:06 AM. All present voted aye. Motion carried.

**Minutes submitted by,
Amy Mason, Vice-Chair**

Police Department Lieutenant/Sergeant Discussion - Committee #2 - October 1, 2014

LIEUTENANTS	Promotion Date	Sergeant Pay	Promotion Salary	Increase in Pay	Current Pay	Next Step Date	Salary
			Grade 14D				
Kelm	01/01/13	\$53,576.10	\$59,265.01	\$5,688.91	\$62,975.25	1/1/2016	\$66,124.01
Micolichak	09/02/13	\$53,576.10	\$59,857.66	\$6,281.56	\$60,456.24	1/1/2015	\$62,975.25

Lieutenants	Current Pay - Grade 14	Grade 15 Mid Point	Increase in Pay	Budget Impact - Salary Only	Budget Impact - Salary/Benefits
Proposal to Grade 15					
	\$62,975.25	\$66,753.75	\$3,778.50		
		\$66,753.75	\$6,297.51	\$60,456.24	
			\$10,076.01		
			\$14,052.09		

SERGEANTS	Hire Date/ Bi-wkly Lngvty	Sergeant Salary	Grade 14 Midpoint	Increase	Longevity Lost	Next Step Date
	Boos 2004 (2%)	\$57,147.74	\$62,975.25	\$5,827.51	\$1,504.62	2 yrs
	Douglas 2002 (3%)	\$57,147.74	\$62,975.25	\$5,827.51	\$2,256.93	2 yrs
	Marcell 1993 (4%)	\$57,147.74	\$62,975.25	\$5,827.51	\$3,009.24	2 yrs
	Bebeau 1996 (4%)	\$57,147.74	\$62,975.25	\$5,827.51	\$3,009.24	2 yrs

BUDGET IMPACT	
Lieutenant Proposal	\$14,052
Sergeant Proposal	\$20,905
Total Net Impact	\$34,957

1.00% increase

SCHEDULE A2
2014 Non-Union Salary Structure Effective 1/1/14

<u>Position</u>	<u>Grade</u>	
Confidential Secretary	3	
Executive Secretary	4	
Recreation Supervisor	4	
Parks & Rec Working Foreman	10	
City Clerk	11	
Senior Engineering Technician	13	
Fire Battalion Chief	13*	
Civil Engineer	13	Vacant
Utility Office Supervisor	13	
City Inspection & Zoning Administrator	14	
Library Director	14	
City Assessor	14	Contracted
Patrol Police Lieutenant	14	
Assistant City Engineer	15	
Water Supervisor	15	
Wastewater Supervisor	15	
Street & Water Maintenance Manager	15	
Director of Parks, Rec & Forestry	15	
Police Captain	16	Vacant 12/19/12
City Planner	16	
Fire Chief	17	
Finance Mgr/Treasurer	18	
Police Chief	18	
Director of Public Works/Manager of Public Utilit	18	

Salary Range

Grade	Hire	A	B	C	D	Mid Point	E	F	G	Maximum
1	28,037.34	29,439.20	30,841.07	32,242.94	33,644.80	35,046.67	36,799.00	38,551.34	40,303.67	42,056.00
2	29,158.84	30,616.78	32,074.73	33,532.67	34,990.61	36,448.55	38,270.98	40,093.41	41,915.83	43,738.26
3	30,325.19	31,841.45	33,357.71	34,873.97	36,390.23	37,906.48	39,801.81	41,697.13	43,592.46	45,487.78
4	31,538.20	33,115.11	34,692.02	36,268.93	37,845.84	39,422.75	41,393.89	43,365.03	45,336.17	47,307.31
5	32,799.71	34,439.70	36,079.68	37,719.67	39,359.65	40,999.64	43,049.62	45,099.60	47,149.58	49,199.57
6	34,111.70	35,817.29	37,522.87	39,228.46	40,934.04	42,639.63	44,771.61	46,903.59	49,035.57	51,167.56
7	35,476.16	37,249.97	39,023.78	40,797.59	42,571.39	44,345.20	46,562.46	48,779.72	50,996.98	53,214.24
8	36,895.21	38,739.97	40,584.73	42,429.49	44,274.25	46,119.01	48,424.96	50,730.91	53,036.86	55,342.81
9	38,371.02	40,289.58	42,208.13	44,126.68	46,045.23	47,963.78	50,361.97	52,760.16	55,158.35	57,556.54
10	39,905.84	41,901.13	43,896.42	45,891.72	47,887.01	49,882.30	52,376.41	54,870.53	57,364.64	59,858.76
11	42,300.19	44,415.20	46,530.21	48,645.22	50,760.23	52,875.24	55,519.01	58,162.77	60,806.53	63,450.29
12	44,838.22	47,080.13	49,322.04	51,563.95	53,805.86	56,047.77	58,850.16	61,652.55	64,454.94	67,257.33
13	47,528.49	49,904.92	52,281.34	54,657.77	57,034.19	59,410.61	62,381.15	65,351.68	68,322.21	71,292.74
14	50,380.20	52,899.21	55,418.22	57,937.23	60,456.24	62,975.25	66,124.01	69,272.77	72,421.53	75,570.29
15	53,403.00	56,073.15	58,743.30	61,413.45	64,083.60	66,753.75	70,091.44	73,429.13	76,766.81	80,104.50
16	56,607.18	59,437.54	62,267.90	65,098.26	67,928.62	70,758.98	74,296.93	77,834.88	81,372.83	84,910.78
17	60,003.64	63,003.82	66,004.00	69,004.18	72,004.36	75,004.54	78,754.77	82,505.00	86,255.23	90,005.45
18	63,603.84	66,784.04	69,964.23	73,144.42	76,324.61	79,504.80	83,480.04	87,455.29	91,430.53	95,405.77

13*	Fire Battalion Chief Pay Scale
	Hire Step 1
	\$59,707.65 61,199.88