Minutes
Committee #2
Labor Negotiations, Personnel, Policy & Administration
October 8, 2014

Committee #2 met on Wednesday, October 8, 2014 at 4:45 PM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.

Council/Committee Members present: Amy Mason, Chuck Hull, George Adrian.
Others present: Finance Manager/Treasurer Lynne Bauer, Attorney Steve Weld, Police Chief Wendy Stelter, WPPA Representative Jerry Tomczak, Police Officer Tom Wahl, Police Lieutenants Matt Kelm and Brian Micolichek, Police Sergeants Dave Bebeau, Ryan Douglas and Korry Boos.

Call to Order: 4:47 PM

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

1. **Open Session**

2. **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 b) Conduct negotiations between the City of Chippewa Falls and the Chippewa Falls Professional Police Association; and to include Council Members; Police Chief, Lieutenants, Attorney Weld; WPPA and Police Union Representatives; and may return to open session for recommendations on above items.

   Roll Call Vote: Hull - Aye; Mason - Aye. Motion carried.

   The Committee discussed the above items and exchanged initial proposals with the Chippewa Falls Professional Police Association.

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

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

   The Committee continued their discussions from the October 1st meeting regarding the Police Department reorganization and the placement of the sergeants and lieutenants on the management pay grid. Additional information was reviewed on the salary and benefit impact of the placements. The biggest issue was finding a salary amount that takes into

consideration the benefit changes from union to management. Funding for the changes is available from the reorganization and will be addressed by Committee #1.

Motion by Mason/Hull to recommend the Council approve the placement of Sergeants Marcell and Bebeau on the management pay grid at Grade 14 Midpoint effective with the October 23, 2014 paycheck with both progressing to Grade 14 E on January 1, 2016 with both resuming the normal progression to 14F and beyond; and approve the placement of Sergeants Boos and Douglas on the management pay grid at Grade 14 Midpoint effective January 1, 2015.
Roll call vote: Mason - Aye; Hull - Aye. Motion carried.

Motion by Hull/Mason to recommend the Council approve the placement of Lieutenant Kelm on the management pay grid at Grade 15 Midpoint effective January 1, 2015 with progression to Grade 15E on January 1, 2016 with normal progression to 15F and beyond; and approve the placement of Lieutenant Micolichek to Grade 15 Midpoint effective January 1, 2015 with normal progression through the remaining steps.
Roll call vote: Hull - Aye; Mason - Aye. Motion carried.

4. **Adjournment**
Motion by Mason/Hull to adjourn at 6:57 PM. **All present voted aye. Motion carried.**

Minutes submitted by,
Amy Mason, Vice-Chair

1.00% increase

SCHEDULE A2

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

Position	Grade	
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

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
			Grade 14D				
Kelm	01/01/13	$53,576.10	$59,265.01	$5,688.91		$62,975.25	1/1/2016
Micolichek	09/02/13	$53,576.10	$59,857.66	$6,281.56		$60,456.24	1/1/2015

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

SERGEANTS	Hire Date/Bi-wkly Lngvty	Sergeant Salary	Grade 14 D Midpoint	Increase	Longevity Lost	% Increase w/out longevity	Next Step Date
Boos	2004 (2%)	$57,147.74	$62,975.25	$5,827.51	$1,504.62	7.56%	2 yrs
Douglas	2002 (3%)	$57,147.74	$62,975.25	$5,827.51	$2,256.93	6.25%	2 yrs
Marcell	1993 (4%)	$57,147.74	$62,975.25	$5,827.51	$3,009.24	4.93%	2 yrs
Bebeau	1996 (4%)	$57,147.74	$62,975.25	$5,827.51	$3,009.24	4.93%	2 yrs

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

	Date Promoted into Lieutenant Position	Lieutenant Salary	Straight Time Extra Duty	Straight Time Extra Hours	Overtime	Overtime Hours	Holiday	Holiday Hours	Holiday Double	Holiday Double Hours	Shift Differential	Longevity	Sick Leave Incentive	Total Paid	Year
Matt Kelm	1/1/2013	59,857.69	0.00	0.00	12,951.57	281.25	2,701.60	88.00	245.60	4.00	19.45	0.00	0.00	75,775.91	2013
		48,442.56	96.90	3.00	4,457.42	92.00	3,540.80	112.00	0.00	0.00	14.00	0.00	0.00	56,551.68	Through 9/25/14
Brian Micolichek	9/1/2013	19,843.22	0.00	0.00	1,761.37	38.25	1,228.00	40.00	0.00	0.00	14.75	0.00	0.00	22,847.34	2013
		46,504.80	0.00	0.00	2,394.31	51.50	2,718.40	88.00	0.00	0.00	13.80	0.00	0.00	51,631.31	Through 9/25/14

	Date Promoted into Sergeant Position	Sergeant Salary	Straight Time Extra Duty	Straight Time Extra Hours	Overtime	Overtime Hours	Holiday	Holiday Hours	Holiday Double	Holiday Double Hours	Shift Differential	Longevity	Sick Leave Incentive	Total Paid	Year
Dan Marcell	1/3/2006	53,044.42	0.00	0.00	1,846.20	45.25	3,916.80	144.00	0.00	0.00	565.75	1,781.32	0.00	61,154.49	2010
		53,044.42	0.00	0.00	1,723.80	42.25	3,046.40	112.00	0.00	0.00	62.40	1,925.42	0.00	59,802.44	2011
		53,442.87	0.00	0.00	1,184.19	28.75	3,073.52	112.00	0.00	0.00	268.85	2,318.65	0.00	60,288.08	2012
		55,376.59	0.00	0.00	7,217.60	182.00	2,919.84	108.00	0.00	0.00	275.30	2,631.50	0.00	68,420.83	2013
		43,959.80	0.00	0.00	351.49	8.75	2,035.28	76.00	642.72	12.00	72.53	1,882.49	0.00	48,944.31	Through 9/25/14
David Bebeau	1/1/2010	53,044.42	0.00	0.00	9,914.40	243.00	2,828.80	104.00	0.00	0.00	472.38	2,021.18	1,108.80	69,389.98	2010
		53,044.42	81.60	3.00	3,580.20	87.75	2,937.60	108.00	0.00	0.00	605.20	1,841.86	1,142.40	63,233.28	2011
		53,442.87	0.00	0.00	6,186.81	150.50	2,634.00	96.00	0.00	0.00	852.40	1,893.49	0.00	65,009.57	2012
		55,376.59	0.00	0.00	12,540.20	277.25	1,955.76	72.00	686.75	12.50	465.90	2,130.78	0.00	73,155.98	2013
		43,959.80	80.34	3.00	3,755.93	93.50	2,892.24	108.00	0.00	0.00	158.85	1,980.62	0.00	52,827.78	Through 9/25/14
Ryan Douglas	1/1/2013	55,376.59	0.00	0.00	11,974.58	292.00	2,700.08	100.00	299.41	5.50	374.75	1,414.49	0.00	72,139.90	2013
		43,959.80	0.00	0.00	4,217.88	105.00	3,320.72	124.00	80.34	1.50	243.38	1,243.52	0.00	53,065.64	Through 9/25/14
Korry Boos	7/1/2013	28,808.72	0.00	0.00	3,253.77	81.00	1,178.32	44.00	0.00	0.00	223.53	668.64	0.00	34,132.98	2013
		43,959.80	80.34	3.00	5,724.23	142.50	2,356.64	88.00	0.00	0.00	180.15	1,046.00	0.00	53,347.16	Through 9/25/14

SERGEANT PAY DISCUSSION - COMMITTEE #1 MEETING - OCTOBER 8, 2014

		Placed on Grid			Effective	Next Step	Amount	Effective	
Current Sergeant Pay	57,147.74								
2% Longevity	1,142.95								
Total	58,290.69	60,456.24	14D		1/1/2015	14Midpoint	62,975.25	1/1/2016	
		2,165.55	3.72%						
Current Sergeant Pay	57,147.74								
3% Longevity	1,714.43								
Total	58,862.17	60,456.24	14D		1/1/2015	14Midpoint	62,975.25	1/1/2016	
		1,594.07	2.71%						
Current Sergeant Pay	57,147.74								
4% Longevity	2,285.91								
Total	59,433.65	62,975.25	14Mid		1/1/2015	14 E	66,124.01	1/1/2017	
		3,541.60	5.96%						

		Placed on Grid			Effective	Next Step	Amount	Effective	
Current Sergeant Pay	57,147.74								
2% Longevity	1,142.95								
Total	58,290.69	60,456.24	14D		1/1/2015	14Midpoint	62,975.25	1/1/2016	
		2,165.55	3.72%						
Current Sergeant Pay	57,147.74								
3% Longevity	1,714.43								
Total	58,862.17	62,975.25	14Mid		1/1/2015	14E	66,124.01	1/1/2017	
		4,113.08	6.99%						
Current Sergeant Pay	57,147.74								
4% Longevity	2,285.91								
Total	59,433.65	62,975.25	14Mid		1/1/2015	14 E	66,124.01	1/1/2016	
		3,541.60	5.96%				3,148.76	5.00%	