

Personnel Committee Meeting Minutes
November 13, 2019
1:00 p.m. noon

Item 1. Call Meeting to Order

Alderman Toman called the meeting to order at 1:00 p.m.

Item 2. Roll Call

Committee members present: Alderman Toman, Alderman Duchniak and Alderman Gehl.

Also Present: City Administrator Andrew Vickers, Police Chief Steve Anderson, Labor Consultant for LAW Doug Nelson, Equipment Operator Adam Bridges, Equipment Operator Wayne Evans, Assistant City Administrator Bridget Souffrant, Human Resources Manager Judy Rogers, and Intern Josh Allain.

Item 3. Approval of Minutes from October 23, 2019

Ald. Duchniak made a motion to approve the minutes of October 23, 2019; seconded by Ald. Gehl. All - ayes; motion carries.

Item 4. The November 27 meeting was moved to Wednesday, November 20, at 1 p.m.

Item 5. Review and Consider approval of tuition reimbursement requests for Battalion Chief Scott Kasten

Ald. Gehl made a motion to approve the tuition reimbursement request for Scott Kasten; Ald. Toman seconded. All aye; motion carries.

Item 6. Discuss Police Department Contingency hires.

Chief Anderson requested permission to hire four people as contingency hires. Two of the hires will fill shortages due to two officers being out on extended medical leave and two would be pre-hires in anticipation of two upcoming retirements.

Ald. Gehl made a motion to allow Chief Anderson to contingency hire three individuals and the fourth if needed based on the individual's medical outcome and with concurrence of the HR Manager; Ald. Duchniak second. All ayes, motion carries.

Item 7. The Committee may consider a motion to go into Closed Session pursuant to Wisconsin State Statutes Section 19.85(1) (e):

Ald. Toman made a motion to move into Executive Session; seconded by Ald. Duchniak. All aye; motion carried.

- a. Consider City negotiating position with the Labor Association of Wisconsin, Inc. (L.A.W.)
- b. Continue in Closed Session for the purpose of bargaining over wages with the Labor Association of Wisconsin, Inc. (L.A.W.).

Item 8. Consider a motion to reconvene into Open Session

Ald. Toman made a motion to reconvene into Open Session; seconded by Ald. Duchniak. All aye; motion

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carried.

Item 9. Consider a motion to act on the Closed Session items:

- a. *Ald. Toman made a motion to accept the one-year Labor Association of Wisconsin, Inc. Settlement Agreement. With a base wage increase effective 1/1/20/20 of 2.07%; Ald. Gehl seconded. All aye, motion carried.*
- b. *Ald. Toman made a motion to offer a one-time non-base building payment of \$125 to each member of the L.A.W. association; seconded by Ald. Duchniak. All aye, motion carried.*

Staff discussed the option of the City moving back to UMR due to the significant discount offered by the UHC network as opposed to the Cigna network. The UMR/UHC contract will be brought forward to the Common Council in December.

Item 11. Adjourn

Alderman Toman made a motion to adjourn at 1:57 p.m.; seconded by Alderman Duchniak. All aye, motion carries.

Dated this 23th day of October, 2019
Posted 10/21/2019

Public Notice

Upon reasonable notice, a good faith effort will be made to accommodate the needs of disabled individuals through sign language interpreters or other auxiliary aid at no cost to the individual to participate in public meetings. Due to the difficulty in finding interpreters, requests should be made as far in advance as possible preferably a minimum of 48 hours. For additional information or to request this service, contact the Oak Creek City Clerk at 766-7000, by fax at 766-7976, or by writing to the ADA Coordinator at the Oak Creek Health Department, 8040 S. 6th Street, Oak Creek, Wisconsin 53154.

It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above-stated meeting to gather information; no action will be taken by any governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice