

**Personnel Committee Meeting Minutes**  
**November 18, 2020**  
**12:00 p.m.**

Item 1. Call Meeting to Order

Ald. Gehl called the meeting to order at 12:02 p.m.

Item 2. Roll Call

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

Also Present: City Administrator Andrew Vickers, Police Chief Steve Anderson, Fire Chief Michael Kressuk, Public Works Director Ted Johnson, Labor Association of WI, Labor Consultant Doug Nelson, Mike Marvell (DPW), HR Manager Judy Rogers, and Management Intern Josh Allain.

Item 3. Approval of minutes from 11/11/2020

*Ald. Duchniak made a motion to approve the minutes of 11/11/2020; seconded by Ald. Gehl. All aye; motion carries. Ald. Toman abstained.*

Item 4. Request to fill a full-time Firefighter/Paramedic position vacancy due to a resignation.

*Chief Kressuk requested this item to be tabled at this time.*

Item 5. Review and consider 2021 wage adjustments for full-time non-represented employees.

*Adjustment to the Executive Administrative Assistant – Police based on completion of probation.  
Adjustment to Open Records Clerk wage based on new duties assigned.*

*Ald. Duchniak made a motion to approve the wage adjustments for the Executive Administrative Assistant and the Open Records Clerk and the minimum starting salary for the Information Technology – Technician as \$46,800; seconded by Ald. Gehl. All aye; motion carries.*

Item 6. Review and consider 2021 wage adjustments for part-time non-represented employees.

Chief Anderson requested that the part-time Dispatcher position be eliminated. That the Evidence Technician Position now called Property and Evidence Clerk wage be in the same range as the Mechanic II Part time position \$21.957 to \$24.053.

*Ald. Gehl made a motion to approve the removal of the part-time Dispatcher position and increasing the range on the Property and Evidence Clerk to the same as the Mechanic II Part time \$21.957 to \$24.053, however because the budget has already been approved for 2021 and the Chief will need to find the funding in his budget allotted, no additional funding will be provided through the budget process; seconded by Ald. Duchniak. All aye; motion carries.*

Item 7. Review and consider 2021 wage adjustments for Police Lieutenants and Sergeants.

Wage compression is a continuing issue that will require a class and compensation evaluation for internal and external equity. At this time the Lieutenants and Sergeants should receive the 1.75% increase same as all other non-represented until the Police Association settles their contract. If the increase in the Police

Association's CBA is greater than the 1.75% Lieutenants and Sergeants will receive the adjustment; if it is lower than the 1.75% the Lieutenants and Sergeants will hold at 1.75% for 2021.

*Ald. Gehl made a motion to give the Lieutenants and Sergeants an 1.75% increase until the Police Association's CBA is approved. Depending on the settlement amount the Lieutenants and Sergeant will either receive an adjustment or hold at 1.75%; seconded by Duchniak. All aye; motion carries.*

Item 8. Review and consider 2021 wage adjustment up to CPI for Labor Association of WI (LAW) group.

The LAW will receive a 1.56% wage increase and .19% non-base building bonus.

*Ald. Duchniak made a motion to approve the wage adjustment of 1.56% with a non-base building bonus equal to .19% for the LAW group. Seconded by Ald. Gehl.*

Item 9. Review and consider FFCRA Resolution.

All parties agreed that something should be done to align all employees to have equal treatment for absences due to COVID during 2020, i.e. 80 hours/ 10 days covered by the City. Staff will continue to discuss and consider this issue with a solution by the end of December 2020.

Item 10. Adjournment.

*Ald. Toman made a motion to adjourn at 2:02 p.m.; seconded by Ald. Duchniak. All aye; motion carries.*

Dated this 11th day of November, 2020

#### 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. 6<sup>th</sup> 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