



City of Waukesha

City Hall,
201 Delafield Street
Waukesha, WI 53188

Meeting Minutes - Final Human Resources Committee

Wednesday, November 19, 2014

6:30 PM

Council Chambers, City Hall
Use lower level glass door.

1. Call To Order

Present: 4 - Francoeur, Vance Skinner, Terry Thieme and Steve Johnson

Absent: 1 - Cory C. Payne

2. Announcement of Closed Session pursuant to Wis. Stats. 19.85(1)(c) to consider the proposed employment agreement with an applicant for City Administrator and the salary level for the position of Director of Community Development.

3. Business Items

A. ID#14-1543 Request by Acting Fire Chief Howard to temporarily increase staffing at the Firefighter level by one (1) position during the pendency of the vacancy at Fire Chief level.

A motion was made by Francoeur, seconded by Johnson, that the request by Acting Fire Chief Howard to temporarily increase staffing at the Firefighter level by one (1) position during the pendency of the vacancy at Fire Chief level. The motion carried by the following vote:

Present: 4 - Francoeur, Vance Skinner, Terry Thieme and Steve Johnson

Absent: 1 - Cory C. Payne

0B. ID#14-1515 Repeal Human Resources Policy B-15 - Residency due to changes in State law.

A motion was made by Johnson, seconded by Thieme, to repeal Human Resources Policy B-15 - Residency due to changes in State law. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

C. ID#14-1537 Human Resources Policy C-2 - Vacation - Modify Part-time to Full-time conversion table

A motion was made by Francoeur, seconded by Thieme, to approve changes to Human Resources Policy C-2 - Vacation modifying the Part-time to Full-time conversion table. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

D. ID#14-1539 Human Resources Policy C-1 - Holidays - Update 2015 and 2016 Holidays

A motion was made by Thieme, seconded by Johnson, to approve changes to Human Resources Policy C-1 - Holidays updating the 2015 and 2016 Holidays. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

E. ID#14-1553 Discontinue contractual pay practices related to "wages" and apply Human Resources policies related to "wages" for the following bargaining units, effective January 1, 2015: Streets & Parks, Wastewater Treatment Plant, Cemetery, Library, Building Inspectors, Dispatchers, Office and Professional, and Engineers and Technicians.

A motion was made by Thieme, seconded by Skinner, to discontinue contractual pay practices related to "wages" and apply Human Resources policies related to "wages" for the following bargaining units, effective January 1, 2015: Streets & Parks, Wastewater Treatment Plant, Cemetery, Library, Building Inspectors, Dispatchers, Office and Professional, and Engineers and Technicians. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

4. Closed Session

- A. ID#14-1569** A motion will be made to convene in closed session pursuant to Wis. Stats. 19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility. This exemption to the open meetings law authorizes convening in closed session in order to consider applicants for positions of employment, including compensation. The Committee will convene in closed session to consider the proposed employment agreement between the City and an applicant for the position of City Administrator and consider a salary level for the position of Director of Community Development.

Meeting went into Recess

Meeting Reconvened

A motion was made by Francoeur, seconded by Johnson, that the Committee convene in closed session pursuant to Wis. Stats. 19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility. This exemption to the open meetings law authorizes convening in closed session in order to consider applicants for positions of employment, including compensation. The Committee will convene in closed session to consider the proposed employment agreement between the City and an applicant for the position of City Administrator and consider a salary level for the position of Director of Community Development. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

- B. ID#14-1570** A motion will be made to reconvene into open session pursuant to Wis. Stats. 19.85(2) for possible additional discussion and/or action concerning any of the issues discussed in closed session.

A motion was made by Johnson, seconded by Thieme to reconvene in open session. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

- D. ID#14-1551** The Committee will reconvene into open session to consider a salary level for the position of Director of Community Development.

A motion was made by Skinner, seconded by Thieme to recommend a salary of \$104,000 for the position of Director of Community Development with the salary remaining at the same rate through 2015. The motion carried by the following vote:

Aye: 3 - Skinner, Thieme and Johnson

Nay: 1 - Francoeur

Absent: 1 - C. Payne

- C. ID#14-1548** The Committee will reconvene into open session to consider the proposed employment agreement between the City and an applicant for the position of City Administrator.

A motion was made by Francoeur, seconded by Johnson to approve the proposed employment agreement between the City and an applicant for the position of City Administrator with a starting salary of \$155,000. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne

5. Adjournment

A motion was made by Terry Thieme, seconded by Vance Skinner to adjourn the meeting. The motion carried by the following vote:

Aye: 4 - Francoeur, Skinner, Thieme and Johnson

Absent: 1 - C. Payne