

AMENDED SALARIES AND GRIEVANCES COMMITTEE AGENDA - 4: 45 PM (Monday, May 23, 2016)Generated by Vicki Leonhardt on Monday, May 23, 2016

1. OPENING OF MEETING

1.1 CALL TO ORDERAld. Donohue called the meeting to order at 4: 45 pm

1.2 COMMITTEE MEMBERS PRESENT: Chair Mary Lynne Donohue, Ald. Scott Lewandoske, Ald. Todd Wolf

COMMITTEE MEMBER EXCUSED:

Vice Chairman Joe Heidemann

COMMITTEE MEMBER ABSENT: Ald. Andrew Schneider

1.3 EX-OFFICIO MEMBER: Sandy Rohrick, Director of Human Resources

STAFF PRESENT:

Darrell Hofland, City Administrator; Mike Vandersteen, Mayor; Christopher Domagalski, Police Chief;

Joe Kerlin, Superintendent of Parks & Forestry; Rose Simon-Silva, Assistant City Attorney; Debbie DeAmico, Business Manager - Mead Public Library

OTHER OFFICIALS PRESENT:

PUBLIC PRESENT: Miller Sozviate, Phillip Bock

1.4 PLEDGE OF ALLEGIANCE: Recited by all those present

2. MINUTES

2.1 APPROVAL OF MINUTES - May 9, 2016:

Motion to approve by Ald. Wolf, Second by Ald. Lewandoske. All Ayes. Motion Passes.

3. ITEMS FOR DISCUSSION & POSSIBLE ACTION

3.1 Discussion and Possible Action regarding a change in the Table of Organization in the Police Department (Community Service Officer).

Chief Domagalski informed the committee that there are two Community Service Officer (CSO) positions on the Table of Organization (TO). One of the CSO's was promoted to a Police Property Officer. The Chief is asking to convert that open full-time position to part-time positions. This would allow the Department to hire students interested in or pursuing jobs in criminal justice. Hiring Police Officers can be challenging. Due to the lengthy hiring process, applicants often choose an immediate vacancy available in another community. Also, lack of experience can limit qualified applicants. This TO change would give the City the opportunity to offer a candidate an immediate part-time position with the opportunity to gain experience and pursue a career as a Police Officer.

This would allow the Police Department to set up a budget number each year and then hire as many individuals as it takes to use up those hours. The position(s) would start at \$15.00 an hour.

Sandy Rohrick informed the committee there is a correction to the Item For Consideration (IFC) form "Action Requested"

it should be a General Ordinance not a Resolution to change the Table of Organization for the Police Department, CSO positions.

Motion to approve by Ald. Wolf, Second by Ald. Lewandoske. All Ayes. Motion Passes.

3.2 Discussion and Possible Action regarding modifying the Table of Organization in the Department of Public Works, Parks Division (Arborist, Maintenance Worker III).

Joe Kerlin informed the committee that he would like to hire an Arborist, Maintenance Worker III. This is not an addition to the Table of Organization; it will replace one Tree Trimmer position.

Sandy Rohrick stated this would be an ordinance change to include the Maintenance Worker III, Arborist job description to the Table of Organization.

Motion to approve by Ald. Wolf, Second by Ald. Lewandoske. All Ayes. Motion Passes.

3.3 Discussion and possible action regarding a consulting opinion.

Sandy Rohrick and Rose Simon-Silva both stated the Employee Sponsored Reimbursement 105 Account is a very complex plan in the way it works.

And instead of seeking a costly legal opinion, they suggested, at this point, to move forward with what is considered a consulting opinion (not a legal opinion).

It would give an overview, any possible problems or issues, and whether or not the City should move forward with the plan.

Motion to approve the \$600 consulting opinion fee by Ald. Wolf, Second by Ald. Lewandoske. All Ayes. Motion Passes.

4. CLOSING OF MEETING

4.1 Set next meeting date

June 13, 2016, 4: 45 pm

4.2 ADJOURN.

Motion by Ald. Wolf to Adjourn, Second by Ald. Lewandoske.

All Ayes. Motion Passes.