

AMENDED SALARIES AND GRIEVANCES COMMITTEE (Monday, March 28, 2016) Generated by Vicki Leonhardt on Monday, March 28, 2016

1. OPENING OF MEETING

- 1.1 CALL TO ORDER Ald. Donohue called the meeting to order at 4: 00 pm.
- 1.2 COMMITTEE MEMBERS: Chair Mary Lynne Donohue, Vice-Chairman Joe Heidemann, Alderpersons Bohren, Hammond, and Kath
- 1.3 EX-OFFICIO MEMBER: Sandy Rohrick, Director of Human Resources EXCUSED:

Ald. Hammond ALSO ATTENDED:

James Amodeo, Chief Domagalski, Chuck Adams, Chad Pelishek, Nancy Buss, Rose Simon, Debbie DeAmico

- 1.4 PLEDGE OF ALLEGIANCE WAS RECITED BY ALL
- 2. MINUTES

2.1 APPROVAL OF MINUTES - March 14, 2016 Motion to approve by Ald. Heideman. Second by Ald. Bohren. All Ayes. Motion Passes.

3. CLOSED SESSION

3.1 Motion by Ald. Bohren to convene in closed session. Under the exemption provided in 19.85 (1) (g) of the Wisconsin Statutes for purpose of conferring with legal counsel for the City who is rendering oral or written advice concerning strategy to be adopted with respect to litigation in which it is or is likely to become involved.

Second by Ald. Heidemann.

All Ayes. Motion Passes.

4. OPEN SESSION

4.1 Motion by Ald. Bohren, Second by Ald. Heidemann

to reconvene in open session for possible action on the item discussed in closed session.

4.2 Discussion and possible action regarding the Non-Rep Comp Plan, Res. 132 - 15 - 16 passed February 1, 2016, as a direct result of the Gilbertson Lawsuit. Motion by Chuck Adams to amend the Non-Rep Comp Plan.

This amendment will be a substitute ordinance and will be brought to Council for approval to state the following: "For the calendar year 2016, the Non-Represented Compensation Plan will maintain the status quo for merit increases except to provide employees who are at or above the midpoint, instead of a lump sum, would receive an incentive increase to base, retroactive to January 1, 2016. Second by Ald. Heidemann. All Ayes. Motion Passes. Regarding employees that already received their performance evaluation and a subsequent lump sum, the Human Resources Department shall calculate the difference for the

employees that have already received their increases and adjust their pay accordingly.

The employees who are "red-lined" (at or above their salary range) will continue to receive an identified merit or incentive bonus (this is not a change).

However, the Human Resources Department will calculate their eligible FLSA (Fair Labor Standards Act) overtime as it applies to the lump sum in December 2016 or earlier (in the event the employee leaves employment).

This section is not a part of the motion, but is a matter of a documented practice that applies to the Non-Represented Compensation Plan for the current year (2016).

5. CLOSING OF MEETING

5.1 SET NEXT MEETING DATE April 11, 2016

5.2 ADJOURN Motion to adjourn by Ald. Heidemann, Second by Ald. Bohren.

All Ayes. Motion Passes.