

City of Sheboygan
2016-01-25

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SALARIES AND GRIEVANCES COMMITTEE (Monday, January 25, 2016) Generated by Vicki Leonhardt on Monday, January 25, 2016

1. OPENING OF MEETING
- 1.1 CALL TO ORDER
- 1.2 COMMITTEE MEMBERS:

Vice-Chairman Joe Heidemann, Alderpersons Bohren, and Kath Excused:

Chair Mary Lynne Donohue and Alderperson Hammond

1.3 EX-OFFICIO MEMBER: Sandy Rohrick, Director of Human Resources ALSO ATTENDED: Jim Amodeo, Chief Domagalski, Chief Romas, David Biebel, Chad Pelishek, Chuck Adams, Debbie DeAmico, Sheboygan Press

1.4 PLEDGE OF ALLEGIANCE WAS RECITED BY ALL

2. MINUTES

2.1 APPROVAL OF MINUTES - January 11, 2016 Motion to approve by Ald. Kath, Second by Ald. Bohren. All Ayes.

Motion Passes.

3. ITEMS FOR DISCUSSION & POSSIBLE ACTION

3.1 Resolution No. 132 - 15 - 16 by Ald. Donohue adopting the revised City of Sheboygan Compensation Program for Non-Represented Employees. Motion to Approve by Ald. Bohren, Second by Ald. Kath. Under

Discussion:

Sandy Rohrick explained that one of the main changes to the Compensation Plan is adding a Maintenance Worker 5 to the Salary Range in the Department of Public Works Labor Workforce, this would have no budget impact.

The second change is how we award our merit increases.

Our current schedule is more of a defined amount. We have Department Heads that would like more of a range, it's still a maximum of 2 % budget increase, but this range would give more latitude and this would give an amount in-between 0 and 2 % rather than a defined amount.

Motion Approved, All Ayes, Motion Passes.

3.2 Resolution No. 133 - 15 - 16 by Ald. Donohue adopting the City of Sheboygan 2016 Employee Handbook.

3.3 Discussion and possible action on the revised Grievance Procedure, HR 130. Ald. Heidemann stated to vote on items

3.2 and

3.3 together. Motion to hold by Ald. Bohren. Sandy Rohrick stated that one of the biggest changes in the handbook is the grievance process. Step 3 indicates that the Salaries and Grievances Committee decides if they want to hear the case or bring in an Independent Hearing Officer (IHO).

The recommended change is at Step 3 it's not up to the Salaries & Grievances Committee it would automatically revert to an IHO, a non-city employee, and that person would have more of a legal understanding of whether the decision would be to terminate or if the grievance is a legal matter.

The reason to hold was to give the City Attorney and Assistant City Attorney more time to review the changes. Chuck Adams stated to the committee that he is OK with the revision. Sandy indicated that there are a few minor corrections/typos that need to be cleaned up. Motion by Ald. Kath to adopt the 2 items with the incoming corrections, Second by Ald. Bohren. All Ayes. Motion Passes.

3.4 Update on City Administrator hiring process. Sandy Rohrick informed the committee that the Civil Service Commission met last week, reviewed the applications, and made their selection of the candidates on which to interview.

The CSC will be meeting the beginning of February to start the interview process.

After the interview process the CSC will make their recommendation to the hiring committee.

3.5 Brief update on pending legal matters regarding Salaries and Grievances. Chuck Adams gave a brief update on a couple of the pending legal issues.

4. CLOSING OF MEETING

4.1 SET NEXT MEETING DATE February 8, 2016

4.2 ADJOURN Motion to adjourn by Ald. Kath, Second by Ald. Bohren, All Ayes, Motion Passes