

SALARIES AND GRIEVANCES COMMITTEE (Monday, December 14, 2015) Generated by Vicki Leonhardt on Tuesday, December 15, 2015

1. OPENING OF MEETING

1.1 CALL TO ORDER Ald. Donohue called the meeting to order at 3: 30 pm

1.2 COMMITTEE MEMBERS: Chair Mary Lynne Donohue,

Alderspersons Bohren, Hammond and Kath EXCUSED:

Vice-Chairman Joe Heidemann

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

Jim Amodeo, Mayor Vandersteen, Alderperson Wolf, David Biebel, Chad Pelishek, Chief Domagalski, Chief Romas, Debbie DeAmico, Jenny Lawrence, Sheboygan Press

1.4 PLEDGE OF ALLEGIANCE

2. MINUTES

2.1 APPROVAL OF MINUTES - November 30, 2015 Motion to approve by Ald. Hammond, Second by Ald. Kath, All Ayes.

Motion Passes.

3. ITEMS FOR DISCUSSION & POSSIBLE ACTION

3.1 Res. No. 119 - 15 - 16 /Council Doc.

5.9: A Resolution by Ald. Donohue clarifying how Human Resources Dept. procedures approved by the Common Council in Res. 88 - 14 - 15 will be applied to certain employees whose employment are being transferred to Sheboygan County as a result of combined dispatch. Sandy Rohrick informed the committee that the payout values which are listed on the resolution are not accurate as of December 31, the actual last working day.

At the Salaries and Grievances meeting in January the actual break-out will be presented to the committee. Ald. Donohue stated to draft a substitute resolution in order to remove the two columns, payout hours and values. Motion by Ald. Bohren to send the substitute resolution to council, with the understanding that the hours and payout values will not be present on the resolution.

Second by Ald. Hammond.

All Ayes.

Motion Passes.

3.2 Discussion and possible action regarding stop loss insurance rebate and 2016 wellness initiatives. Sandy Rohrick stated with our change to Diversified Insurance there are a couple of different rebate items that we have an

opportunity to experience, not sure on the amounts, if any, for 2016, but we would like to create a wellness awards program. The committee suggested that Human Resources should put a program together with a dollar amount projected and the committee will review the amount as a line item rather than a rebate. 3.3 Discussion and possible action regarding the Chief Administrative Officer hiring process. Ald. Donohue drafted a survey regarding questions on the CAO position and also updated the job description, both were distributed to the committee members.

She indicated that she would like the survey sent to the Department Heads and Alderpersons for their input and comments.

After discussion it was decided to change the title of the Chief Administrative Officer to "City Administrator".

The Committee will meet on Monday, December 28, and refine the job description and come to a decision on the interview process.

Advertisement to begin by Human Resources immediately.

4. CLOSED SESSION

4.1 A motion was made by Ald. Hammond to convene in closed session under the exemption provided in Sec.

19.85 (1)(c) of the Wisconsin Statutes for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

4.2 Policy and procedures.

5. OPEN SESSION

5.1 Possible action on the item(s) discussed in closed session.

6. CLOSING OF MEETING

6.1 NEXT MEETING DATE DECEMBER

28.

6.2 ADJOURN