

**HUMAN RESOURCES COMMITTEE - OPEN SESSION MINUTES  
MARCH 21, 2011**

**MEMBERS PRESENT:** Bob Finsland, Mick, MacKenzie, Denise McDonald

**OTHERS PRESENT:** Debbie Bergstrom, Jeff Goetzman, Paul Graden, Mike Herrick, Rick Hughes, Terri Kalan, Paul Kennelly, John Kiel, Cammi Koneczny, Chad LaLor, Walt Larson, William Lear, Clarence Mattson, Greg Mertzig, Shelley Nelson, Dan Olson, Floyd Peters, Frog Prell, Tim Schmid, Donna Swanson, Jean Vito, Brad Theien

The meeting was called to order at 4:00 p.m.

**1) Local #244 Grievance #01-244-11: Employee not assigned temporary Working Foreman in the Sign Shop (Walt Larson)**

Kennelly stated that the Union has grieved this issue before. He explained that the temporary assignment was given to a less senior employee. The union feels that Larson is the most senior qualified employee and should have been given the assignment. He said that the pay isn't the big issue in this grievance, it is seniority.

Larson said that he has performed the Working Foreman duties in the past and has been paid the Working Foreman rate. He stated that he has over 20 years experience with the City, including working as the Central Stores Coordinator and doing estimates. He has also taken and passed the Carpenter test. Larson added that Niemi did not supervise the Sign Shop employees at all during the temporary assignment.

Koneczny added that Larson was off work 21 of the 80 hours he is grieving. Koneczny explained that the last time a grievance was filed regarding assigning a temporary Working Foreman, Mattson was instructed to notify the employees prior to the assignment.

Larson stated that he was not notified of the temporary assignment.

Motion by MacKenzie, seconded by McDonald, to refer this item to closed session.

APPROVED

**2) Council Request to change Non-Union Benefits:**

- A) Increase all non-union employees' health/dental premiums to 12.6% effective 1/1/2012**
- B) Require all eligible non-union employees to contribute 5.8% of their gross wages to their Wisconsin Retirement System benefit effective 1/1/2012\***  
*\*Governor Walker's budget repair bill will require all non-union (general) employees to contribute 50% of the required WRS percentage, or 5.8% of their gross wages beginning March 26/27, 2011. Non-union police and fire employees will be required to make the same WRS contribution as the general employees, 5.8% for 2011.*

Koneczny explained that the City's two AFSCME Unions conceded to both of these benefits effective 1/1/12. However, the 12.6% health and dental premium is not mandated by the budget repair bill because the City is not on the State health insurance plan. The 5.8% WRS contribution is mandated by the State and HRC can not act on it. Although, the budget repair bill is on hold at this time, the bill requires that the contributions go back to March 26<sup>th</sup> and employees contributions would have to be retroactive to that date. The City has until July 1<sup>st</sup> to recover any retroactive contributions.

Finsland clarified that non-union employees will be required to contribute 5.8% to their pension 9 months earlier than union employees.

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Peters gave the committee a small presentation. He explained that the budget for 2011 has already been funded and balanced. There are approximately 64 non-union employees who will be required to contribute the 5.8% to their pension this year. The City made an agreement with these employees as to what their benefits would be for 2011. These employees and their families have little or no time to prepare for the financial impact the budget repair bill will have on them. This will cause immediate compaction issues as well. He explained the issues the Police department will have in the promotional process for a union employee to a non-union supervisor. Peters requested HRC consider a temporary solution to give the 5.8% back to non-union employees in some way in 2011, at no added cost to the City, so that they may be treated the same as all other City employees.

Finsland thought the committee should consider the request.

Mertzig expressed his concern of the public's perception of giving employees some type of bonus.

Vito stated that approximately \$167,000 will be generated by the non-union employees 5.8% contribution for this year. She added that the city would not be looking for money to offset any adjustments as it is already in the budget for 2011.

Olson suggested a special HRC meeting and made a few suggestions on how to offset the contributions.

Motion by MacKenzie, seconded by McDonald, to put this item on hold for future committee review.

APPROVED

Motion by McDonald, seconded by MacKenzie, to pursue a legal and appropriate mechanism for the City to provide compensation to non-union employees to offset their required 5.8% WRS contributions insofar as those contributions would be mandated before having any applicability to the City's represented employees.

APPROVED

**3) Information to Receive and File:**

**A) New Library Director hired**

Motion by McDonald, seconded by MacKenzie, to receive and file the memo regarding the hiring of a new Library Director.

APPROVED

Motion by McDonald, seconded by MacKenzie, to move into Closed Session at 4:53 p.m.

APPROVED

**1) Local #244 Grievance #01-244-11: Employee not assigned temporary Working Foreman in the Sign Shop (Walt Larson)**

Motion by McDonald, seconded by MacKenzie, to award the grievance to Larson.

APPROVED

**2) WPPA Union #27 Request to settle union contract through 12/31/2013**

Motion by McDonald, seconded by MacKenzie, to authorize a counteroffer be drafted and brought back to HRC before presenting it to the Union.

APPROVED

Motion by MacKenzie, seconded by McDonald, to adjourn at 5:22 P.M. UNANIMOUSLY APPROVED