FINANCE, BUDGET AND PERSONNEL COMMITTEE
MINUTES OF JANUARY 2, 2007

Meeting called to order by Chairperson Beaudry at 5:30 p.m., in the Common Council Chambers, City Hall Plaza.
PRESENT: Edward Beaudry, Jr., Trish Siegler, Marty Anderson (arrived at 5:35 p.m.), John Spiros and Alanna Feddick
ABSENT: None
ALSO PRESENT: Mayor Meyers, City Administrator Brehm, Josh Hansen and City Personnel (Keith Strey, Lara Baehr, Brenda Hanson, Dan Wolfgram and Deb Hall).

FBP07-001 Motion by Feddick, second by Spiros to approve the bills in the amount of $413,375.98 as recommended by the Finance Director. All Ayes
Motion carried

FBP07-002 Motion by Feddick, second by Spiros to accept and place on file the Monthly Position Control Status Report of December 31, 2006. All Ayes
Motion carried

FBP07-003 Motion by Spiros, second by Feddick to accept and place on file the Report of Personnel Actions of January 2, 2007. All Ayes
Motion carried

Alderperson Anderson joined the meeting.

Discussion was held on Personnel Policy No. 3.600, Telecommuting.

Alderperson Feddick had a few concerns; 1) per this policy, union employees would be eligible. She feels that this should be bargained for; and 2) in the last case a specific signed agreement was supplied that went through all of the specifics. She doesn't see this referred to in the policy that a separate agreement would be signed.

Human Resources Manager Baehr responded that it would be the intent to have everyone sign an agreement. Also you do not want everything negotiated into contracts. Once you have something in a contract than you have it there and it is very difficult to alter or get rid of. Anytime something is not referred to in a labor contract, they refer to the Personnel Policies and Procedures. This particular policy would cover everyone and it would be up to the City, immediate supervisor, department/division head and human resources to determine if it would work for that particular position or not. She feels that this is a good policy. It is very difficult to pin down everything but sometimes you get too pinned down and than you have no flexibility at all. The City may at any time terminate the telecommuting program with or without reason.

Alderperson Siegler had some questions regarding liability.

Ms. Baehr answered that she did speak to the City's Worker's Comp carrier and these individuals would automatically be covered under worker's comp if they are performing work in their home for the city.

Administrator Brehm said that this policy is not for the convenience of the employee, it is for the convenience of the employer.

FBP07-004 Motion by Anderson, second Spiros to approve Personnel Policy No. 3.600, Telecommuting and submit it to the Common Council for their consideration. Siegler and Feddick voted Naye, rest Aye.
Motion carried

Motion by Siegler, second by Feddick to adjourn at 5:50 p.m.
Motion carried

Deb M. Hall
City Clerk