## FINANCE, BUDGET AND PERSONNEL COMMITTEE MINUTES OF DECEMBER 19, 2011

Meeting called to order by Chairperson Spiros at 5:35 p.m., in the Common Council Chambers, City Hall Plaza.

**PRESENT:** Alderpersons John Spiros, Gordon Earll, Pete Hendler, Russell Stauber and Alanna Feddick-Goodwin (arrived at 5:46 p.m.)

**ABSENT:** None

**ALSO PRESENT:** Alderpersons Cummings, Buttke, Feirer, Wagner and LaFontaine, Mayor Meyer, City Administrator Barg, Gary Gray and City Personnel (Keith Strey, Lara Baehr, Gary Jepsen, Lorrie Krokstrom, Lori Belongia, Brian Panzer, Jim Schmidt, Craig DeGrand, Ed Englehart, Dan Knoeck, Tom Turchi and Deb Hall)

## **CITIZEN COMMENTS**

None

City Administrator Barg reviewed the proposed personnel policy changes in the context of Act 10/Act 35, recent labor agreements, and the approved 2012 budget.

FBP11-155 Motion by Stauber, second by Earll to approve Personnel Policy 3.890, Work Schedules. Aves - 4

Motion carried

Alderperson Feddick-Goodwin joined the meeting.

**FBP11-156** Motion by Stauber, second by Earll to approve Personnel Policy 3.820, Overtime/Call-In/Captive time pay for non-exempt personnel. Ayes - 3; Nays – 2 (Spiros, Feddick-Goodwin) **Motion carried** 

**FBP11-157** Motion by Stauber, second by Feddick-Goodwin to deny Personnel Policy 3.895, Longevity. Ayes - 4; Nays – 1 (Earll)

**Motion carried** 

**FBP11-158** Motion by Hendler, second by Stauber to approve Personnel Policy 3.571, Post Employment Health Plan.

**FBP11-159** Motion by Feddick-Goodwin, second by Stauber to amend Personnel Policy 3.571 to add a sunset clause of 12/31/13 for the employer contribution. Ayes -5

**Motion carried** 

Vote on motion **FBP11-158** as amended; Ayes -5

Motion carried

Recessed at 7:05 p.m.

Reconvened at 7:14 p.m.

**FBP11-160** Motion by Hendler, second by Stauber to approve Personnel Policy 3.520, Sick Leave. Aves - 5

**Motion carried** 

**FBP11-161** Motion by Stauber, second by Hendler to approve Personnel Policy 3.550, Workers Compensation. Ayes - 5

Motion carried

**FBP11-162** Motion by Hendler, second by Stauber to approve Personnel Policy 3.960, Safety Shoes, Safety Glasses, Tools and Clothing.

**FBP11-163** Motion by Stauber, second by Feddick-Goodwin to amend Personnel Policy 3.960 to add the words with supervisor approval to the paragraph addressing reimbursement. Ayes – 5 **Motion carried** 

Vote on motion **FBP11-162** as amended; Ayes -5

Motion carried

**FBP11-164** Motion by Stauber, second by Feddick-Goodwin to approve Personnel Policy 3.578, Direct deposit of payroll checks and expense reimbursement. Ayes -5

**Motion carried** 

<u>FBP11-165</u> Motion by Hendler, second by Earll to approve Personnel Policy 3.310, Rules of Conduct. Ayes – 5

Motion carried

**FBP11-166** Motion by Stauber, second by Feddick-Goodwin to approve Personnel Policy 3.640, License and Certification Payment. Ayes - 5

**Motion carried** 

<u>FBP11-167</u> Motion by Stauber, second by Earll to approve Personnel Policy 3.530, Paid Holidays. Ayes – 4; Nay – 1 (Spiros)

**Motion carried** 

**FBP11-168** Motion by Stauber, second by Earll to approve Personnel Policy 3.570, Retirement Plan. Ayes – 5

**Motion carried** 

**FBP11-169** Motion by Stauber, second by Earll to approve Personnel Policy 3.510, Vacation. Ayes -4; Nay -1 (Spiros)

Motion carried

<u>FBP11-170</u> Motion by Stauber, second by Feddick-Goodwin to approve Personnel Policy 3.580, Personal Use of City-Owned Vehicles with the deletion of the paragraph that states; Employees may take city owned vehicles to lunch during the normal course of business if approved in writing by the City Administrator or governing commission and placed on file with the Human Resources Manager. This does not apply to Protective Services.

<u>FBP11-171</u> Motion by Stauber, second by Feddick-Goodwin to amend motion FBP11-170 to add language that employees would not be able to take a city owned vehicle outside the City of Marshfield city limits during regularly scheduled hours of work. Ayes -5

**Motion carried** 

Vote on motion **FBP11-170 as amended**; Ayes - 5

## **Motion carried**

A special meeting will be held on January 9, 2012 to address the remaining personnel policies.

## **FUTURE AGENDA ITEMS**

None

Motion by Stauber, second by Feddick-Goodwin to adjourn at 8:32 p.m.

**Motion carried** 

Deb M. Hall City Clerk