

CITY OF ELKHORN
Joint Finance & Judicial/Human Resources Committee
First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin
December 9, 2013

A joint meeting of the Finance and Judicial Committee and Human Resources Committee was called to order at 5:00 p.m. by Alderman McClory, followed by roll call.

ROLL CALL

Present: Aldermen Brian Olson, Jim D'Alessandro, Scott McClory, Hoss Rehberg, Gary Payson, Sr.
Also present: Administrator Sam Tapson, Finance Director Mary Hinske, City Clerk Darlene Igl, Police Chief Joel Christensen, Fire Chief Rod Smith, Electric Utility Director John Murphy, Kellen Olshefski

WAGE & SALARY PLAN IMPLEMENTATION

Administrator Tapson stated that the Human Resources Committee had recommended a 1.5% across the board wage adjustment for all employees effective January 1, 2014 with an additional 1% performance based adjustment that may be earned on the employee's anniversary date. It was stated that ranges had been adjusted for many that were near the top of their ranges to avoid red-circling. It was stated that any position red-circled would not be eligible for the ATB adjustment but would be eligible for the 1% performance adjustment as a one-time bonus which would not increase base pay. Motion (McClory/Rehberg) to recommend to Council a 1.5% ATB wage adjustment effective January 1, 2014 and the opportunity for employees to earn an additional 1% adjustment at anniversary date based on performance. Motion carried.

Whether any positions should be red-circled was discussed by the Committees. After discussion, it was agreed that no positions be red-circled at this time. Motion (Olson/D'Alessandro) to recommend adjusting ranges by 1.5% or whatever percentage is necessary to allow employees to remain in range after implementation of the 1.5% ATB wage adjustment, to implement red-circling of positions in 2015, to implement the 1.5% ATB wage adjustment and up to an additional 1% performance based adjustment and to move forward with the proposed wage and salary plan. Motion carried.

Electric Director Murphy requested that parity increases for four electric utility line employees be considered to be comparable to other employers. After discussion, motion (Olson/Rehberg) to recommend an adjustment in the wages for those four employees to the mid-point of the pay range for the positions. Motion carried.

DISCUSSION: CENTRALIA WATER TREATMENT PLANT

Alderman D'Alessandro asked whether an independent "second opinion" of the water distribution system could be obtained. Administrator Tapson stated that this type of study regarding the water system had been conducted previously. Staff was asked to provide the Council with the cost of the study previously conducted.

ADJOURN TO CLOSED SESSION

Motion (Olson/Payson) to adjourn to closed session pursuant to §19.85(1)(c) "Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility". Adjourned to closed session at 6:00 p.m.

RECONVENE IN OPEN SESSION

Motion (Olson/McClory) to reconvene in open session.

ADJOURNMENT

Motion (Rehberg/McClory) to adjourn at 6:45 p.m. Motion carried.

Darlene Igl

City Clerk