

CITY OF ELKHORN
Human Resources
Council Chambers, 9 S. Broad Street, Elkhorn, Wisconsin

February 2, 2010

Chairman Ronald Dunwiddie called the Human Resources Committee meeting to order at 5:00 p.m. followed by Roll Call.

ROLL CALL

Present: Aldermen Ronald Dunwiddie, Kim DeHaan, Scott McClory
Also present: City Administrator Sam Tapson, City Clerk Darlene Igl

POICY RE: LIBRARY WAGES ON SNOW DAYS

Scott McClory stated that policy related to payment of staff wages being paid for snow day was discussed at a recent Library Board meeting. He stated that Library Director Selje reported that the Library follows the City Policy in this matter. She informed the Board that if the Library is closed due to snow, all employees are paid for eight hours. In addition, if staff reports to work, they are compensated with an additional 8 hours of comp time.

Administrator Tapson stated that the City does not have a written policy regarding wages for snow days, however, City Hall does not close due to inclement weather. He suggested that the Library Board consider creation of a policy regarding the procedure for closings due to weather. He also stated that if management makes the decision to close a City facility and precludes union employees from working, he believed that the union would likely argue that the employees should be paid for those hours.

Administrator Tapson stated that City employees are expected to come in to work on snow days if possible. The current practice is that employees are paid for the day regardless of whether they report to work and those employees that do come in may be granted an additional personal day to use at a later date. After discussion, the Committee asked that this practice be eliminated and that this be addressed during union negotiations later this year so that non-salaried employees that do not report during inclement weather would need to utilize vacation or comp time for those hours.

ADJOURNMENT

Motion (McClory/DeHaan) to adjourn at 5:54 p.m. Motion carried.

Darlene R. Igl
City Clerk