

CITY OF ELKHORN
Human Resources
First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin
June 18, 2012

Chairman Kim DeHaan called the Human Resources Committee meeting to order at 4:30 p.m. followed by Roll Call.

ROLL CALL

Present: Aldermen Kim DeHaan, Gary Payson, Sr., Brian Olson

Also present: City Administrator Sam Tapson, City Clerk Darlene Igl, Finance Director Mary Hinske, Police Chief Joel Christensen, Electric Utility Operations Manager Tim Leach, DPW Director Terry Weter and Library Director Lisa Selje

PTO IMPLEMENTATION

Administrator Tapson stated that a question had come up during a recent meeting held with staff to discuss the PTO implementation. He stated that union employees would continue to accrue sick days until January 1 while non-union employees transitioning to PTO on July 1 would not have the benefit of the additional days. He stated that the City could grant two additional days to the non-union employees, move forward with the implementation without granting additional days or delay the transition for all employees to January 1. After discussion, motion (Olson/Payson) to move forward with the transition for the non-union employees effective on July 1. Motion carried.

DISCUSSION: OVERTIME, COMPENSATORY TIME AND ON-CALL

The Committee discussed overtime compensation and agreed that overtime should be based on hours worked. The idea of early dismissals to accommodate call-back situations was discussed further. It was discussed that an "on call" stipend of two hours could be provided for those employees dismissed early. The Committee agreed that a stipend would not be provided. It was agreed that in the event that employees were dismissed early and a call back was not necessary, the employee would be made whole for those hours lost due to the early dismissal.

Compensatory time was discussed and it was stated that while allowing comp time produces a cost savings, it also creates a lost opportunity cost by reducing productive man hours. After discussion, the Committee agreed that the use of comp time should be eliminated.

On-call pay was discussed and the concept of rolling the current value of on-call pay into the employees' base pay was reviewed. The committee was not in favor of this option. Rather, the committee was in favor of all on-call time being paid out and will further discuss the number of hours on on-call pay being provided at a future meeting.

FUTURE DISCUSSION ITEMS

Administrator Tapson stated that the Committee should meet to discuss upcoming negotiations.

FUTURE MEETING SCHEDULE

The Human Resources Committee agreed to meet at 4:30 p.m. on Mondays prior to Council meetings beginning on July 2.

ADJOURN

Motion (Payson/DeHaan) to adjourn at 5:40 p.m.

Darlene Igl
City Clerk