

CITY OF ELKHORN
Human Resources
First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin
June 10, 2013

Chairman Brian Olson called the Human Resources Committee meeting to order at 4:00 p.m. followed by Roll Call.

ROLL CALL

Present: Aldermen Brian Olson, Gary Payson, Sr., James Boardman

Also present: City Administrator Sam Tapson, Fire Chief Rod Smith, City Clerk Darlene Igl, Police Chief Joel Christensen, Finance Director Mary Hinske

WAGE AND SALARY PLAN

There was discussion regarding a revised compensation plan. It was discussed that a pass/fail performance based system would be utilized for evaluations for line staff. Reviews for all staff would occur on a semi-annual basis based on anniversary date. After discussion, it was agreed that the review process will begin with the Electric Department by comparing wages/benefits to the private sector as well as comparable municipalities.

CONSIDERATION OF FIRE CHIEF PAY RATE

Chairman Olson stated that he had reviewed comparables for the Fire Chief position and believed that the City was under compensating. He stated that the Fire Chief had approximately 350 "out time" hours responding to calls during non-work hours. Motion (Payson/Boardman) to recommend to Council that a pay adjustment of \$10,000 to considered for the Fire Chief position. Motion carried.

ADJOURN

Motion (Payson/Olson) to adjourn at 4:48 p.m.

Darlene Igl
City Clerk