

**CITY OF ELKHORN**  
**Human Resources Committee Minutes**  
**First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin**

**May 4, 2014**

Human Resource Committee was called to order at 4:30 p.m. by Alderman Myrin followed by Roll Call.

**ROLL CALL**

Present: Aldermen Tom Myrin, Scott McClory, James D'Alessandro

Also present: Mayor Brian Olson, Administrator Sam Tapson, City Clerk Cairie Virrueta, Finance Director James Heilman, Utility Operations Director John Murphy, Fire Chief Rod Smith, Police Chief Joel Christensen, City Employee Ken Truckey, Kellen Olshefski

**Employee Retention Plan for the Electric Department**

Utility Director Murphy said he currently has two journeymen lineman on staff, when there were four previously and a utility our size should be staffed by four lineman. He said lineman have resigned to work elsewhere for more money and that the employee pool for lineman was declining. Also on staff is an apprentice lineman and utility technician. He asked to raise lineman wages by \$2.15 an hour. He also suggested having them sign a *Non-competition Agreement* that he had prepared by an attorney with MEUW. Administrator Tapson said CVMIC reviewed the agreement and they feel it doesn't fit guidelines for no compete and it isn't defensible. Alderman D'Alessandro asked if this was a standard in the industry; Director Murphy stated it was becoming one and recommended it to stabilize the workforce. He also presented an *Agreement for Recovering Costs for Specialized Training* for the apprentices. It states the City will pay costs to send employees to a four year training program and they agree to work for the City for 10 years after or repay the City for the training costs. Alderman McClory supported the pay increase and training agreement but not the no compete agreement. Alderman D'Alessandro agreed. **Motion (McClory/D'Alessandro) to recommend the pay increase of \$2.15 an hour for the two journeyman lineman, the training agreement, but not the do not compete agreement. Motion carried.**

**Wage/Salary Plan Updates**

Administrator Tapson said the plan provided was a 95% finished document and the major change was in the range adjustment area from a maximum of 2% to a maximum of 4% on a four point scale. A performance rating below two equals a 0% adjustment. Alderman D'Alessandro didn't support the market adjustment wording in the plan. Administrator Tapson suggested leaving it in the plan as any market adjustment, either up or down, would need approval by the council. Alderman Myrin and McClory agreed it was best to leave the market adjustment wording in the plan. Administrator Tapson will finish the document based on committee suggestions and present it to the council for approval.

**ADJOURNMENT**

Motion (McClory/D'Alessandro) to adjourn at 5:08 p.m.

Cairie L. Virrueta  
City Clerk