

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

May 1, 2017

Human Resource Committee was called to order at 5:00 p.m. by Alderman Myrin followed by Roll Call.

Roll Call

Present: Aldermen Tom Myrin, Scott McClory, Bruce Lechner

Also present: Administrator Sam Tapson, City Clerk Cairie Virrueta, Utility Operations Director John Murphy, Library Director Lisa Selje, Recreation Director Wendy Meyer

Review of City Compensation Plan

Alderman Myrin said a compensation plan was done in 2014 and adopted in 2015 and asked if any positions needed to be addressed based on the current information provided? Committee members didn't see any positions that needed addressing. Alderman Myrin wanted to look at two positions specifically and asked if it could be done in open session. Administrator Tapson said compensation should be consistent and the City needed to examine the position, not the person. Alderman Myrin felt that was difficult to do and asked if he thought an employee was underpaid how it could be handled? Administrator Tapson said if discussing an individual employee it should go to Closed Session. Administrator Tapson also said it is the City's plan for employees to reach the midpoint in five years. This hasn't held up as the City didn't have the dollars to do it, for example. Alderman Myrin asked Utility Director Murphy how he is doing keeping people due to competition in-house. Utility Director Murphy said a restructured plan will come to the committee very soon. The current supervisor will be retiring and he will not be replaced, but people will be moved up and across with the addition of responsibilities. The water utility will also be restructured. This will affect the 2018 budget. Administrator Tapson said the electric utility bears little resemblance to other municipal employees and last time the committee pulled them out from the compensation plan study. The Utility has its own revenue stream and only the lineman should be looked at, as a craft unit. The P.D. is also treated differently as it is part of a union. Alderman Myrin said he had concerns with the Utility Department to address later. Utility Director Murphy said it is hard to complete with IOUs and they have some very good employees to work to retain. Library Director Selje was concerned with the frequent turnover at the library due to wages she felt weren't competitive. Administrator Tapson said the library has a lot of part-time employees and that may be part of the turnover reason. He said the 65th percentile could be increased to the 85th, but said 3% across the board wasn't done anymore.

ADJOURNMENT

Motion (McClory/Shiroda) to adjourn at 5:20 p.m.

Cairie L. Virrueta
City Clerk