



Mineral Point, Wisconsin

# CITY OF MINERAL POINT

137 HIGH STREET, SUITE 1  
MINERAL POINT, WI 53565  
608-987-2361

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## AGENDA

### **CITY OF MINERAL POINT PERSONNEL COMMITTEE MEETING Wednesday, October 30, 2024, 12:00 PM City Hall Community Room and Virtually**

1. Call to Order, Roll Call, and Confirmation of Compliance with the Open Meetings Law.
2. Approval of September 16, 2024 Minutes.
3. Discussion and possible action on the performance evaluation process.
4. Motion to convene in Closed Session via roll call vote pursuant to Wis. Stats. §19.85(1)(e) to discuss negotiations and contract with WPPA/MPPA.
5. Convene in Closed Session.
6. The Personnel Committee may reconvene in Open Session to act upon any matter properly discussed in Closed Session.
7. Adjourn.

### **[Join the meeting](#)**

Meeting ID: 263 555 320 244

Passcode: eMRsWC

Agenda Posted and Distributed: Wednesday, October 23, 2024.

*Reasonable accommodations for participation in this meeting by persons with disabilities, as defined by the Americans with Disabilities Act, will be made upon request and if feasible. Please contact the City Clerk's office (608-987-2361) at least 24 hours prior to the scheduled meeting so that necessary accommodations can be provided.*

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## **OFFICE OF THE CITY CLERK-TREASURER**

Mayor – Danny Clark

City Administrator | Matthew Honer | [administrator@cityofmineralpointwi.gov](mailto:administrator@cityofmineralpointwi.gov)

City Clerk-Treasurer | Christy Skelding | [cityclerk@cityofmineralpointwi.gov](mailto:cityclerk@cityofmineralpointwi.gov)



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## MINUTES

### **CITY OF MINERAL POINT PERSONNEL COMMITTEE MEETING**

**Monday, September 16, 12:00 PM**  
**City Hall Community Room**

#### **CALL TO ORDER/ROLL CALL**

The meeting was called to order by Administrator Honer at 12:00pm.

|                                                                                                                                                                                                                                                                                                                                                                                                                                      |                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Keith Burrows, Chair                                                                                                                                                                                                                                                                                                                                                                                                                 | Present           |
| Chuck Allendorf                                                                                                                                                                                                                                                                                                                                                                                                                      | Present           |
| Mike Christensen                                                                                                                                                                                                                                                                                                                                                                                                                     | Present (12:13pm) |
| Others Present: City Administrator Matthew Honer, Clerk-Treasurer Christy Skelding, Deputy Clerk-Treasurer Renee Rolli, Police Chief Bob Weier, Bill Ottoway, Neil Pilling, Alan Schrank, Street Foreman Paul Mohlmann, Park Foreman Robert Murphy, Bill Schmitz, Dirrick Wahl, Jeff Spencer, Candi Richardson, Alderperson Jared Weier, Water and Sewer Superintendent Nate Fosbinder, Sean Kibler, Library Director Diane Palzkill |                   |

#### **APPROVAL OF MINUTES – AUGUST 15, 2024 MEETING**

**Motion (Allendorf/Burrows) to approve minutes from the August 15, 2024 Personnel Committee meeting. Motion carried, all voting aye (2-0).**

#### **DISCUSSION OF SALARY SURVEY**

Administrator Honer gave background information. He asked Personnel if they wanted to move forward with a salary survey, he would like to have a discussion of the information being asked for, essentially a discussion of comparables. Alder Burrows stated that he wasn't sure it was worth pursuing at this point, especially with the budget happening right now. Alder Allendorf the surveys we have available are to review and he is not sure this will benefit us, and he isn't sure the City has the means right now to adjust anything.

Administrator Honer stated that anyone is welcome to stop by the Administrator's office to discuss their compensation with him.

Chief Weier was looking for a survey for all of the personnel. Non-represented employees don't have the same negotiation with the City, so a salary survey would give non represented employees a voice.

The committee believes the most efficient thing is to have employees talk with Administrator Honer on a case by case basis. Once we are through the budget season, perhaps we can follow-up on this and potentially reconsider in the future.

**No action taken.**

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## **DISCUSSION AND POSSIBLE ACTION ON 2025 EMPLOYEE HEALTH INSURANCE**

Administrator Honer shared the possible differences in Health Insurance. The City is required by WRS to pay 50-88% of the lowest Tier 1 plan. This year the State Maintenance Plan is the Tier 1 plan, and it is not the least expensive plan. In the previous year the lowest cost plan was also the Tier 1 plan.

Honer explained that 88% of the lowest cost plan is approximately 77% of the Tier 1 plan. Honer stated that Council should take action on what the City's contribution toward employee health insurance is on an annual basis.

Administrator Honer opened the floor to employees in the room for questions.

Alan Schrank states that it doesn't sit very well with him as a City employee that the way he finds out about this meeting on the City website. Bob Weier states that his conversations with the previous City Administrators, as a group Administration should be listening to their employees.

Alderman Allendorf stated he understands the concerns of staff. Alderman Burrows believes we should try to do this process in a way that there should be employee feedback. Communication is key. If there are questions or concerns from employees, they should be able to talk to Matt.

Administrator Honer stated the City is trying to maintain the City's participation in the traditional (zero deductible) plan.

Neil Pilling stated we need to look down the road. We need to look at what is going to make people want to come and work here in the future.

Nate Fosbinder states that's nobody wants to see their cost go up, regardless of employee or employer. He believes the intention is good. There was obvious thought put in to this. As far as he is concerned looking at this, he believes this is the best option for the City and the least effect on the employees for 2025.

**Motion (Allendorf/Burrows) to recommend Council approval of 88% of the lowest cost plan, being approximately 77% of the Tier 1 plan. (3-0) by roll call, all voting aye.**

## **DISCUSSION AND POSSIBLE ACTION ON 2025 BUDGET PERSONNEL EXPENSES OF THE 2025 BUDGET**

Administration met with the Finance Committee and are seeking a 4% Cost of Living adjustment across the board. Represented employees are not part of this discussion as their wage increases are subject to a contract.

Alderman Burrows would like to see a part of the increase be performance based. Even if only a small percentage. Allendorf stated there is a certain amount of cost of living adjustment that needs to take place, but also believes performance should be taken into consideration. He would like to see increases budgeted at 4%, with the exact breakout to be determined.

Alderman Christensen agrees there should be a performance evaluation as part of the factor, otherwise you'll see co-workers who aren't striving for the best and they are getting the same increase as anyone else.

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Honer explained that last year Department Heads do an evaluation with their staff, and Department Heads meet with Administrator Honer at the end of the year.

Jared Weier commented that the amount of money that the City is lessening on insurance, that employees would need a 5% increase to match.

**Motion (Burrows/Allendorf) to recommend Council approval of a 4% Cost of Living increase for employees, with some portion of that percentage being performance based. Motion carried by roll call, all voting aye (3-0).**

**ADJOURN.**

**Motion (Allendorf/Burrows) to adjourn at 12:47 PM. Motion carried, all voting aye (3-0).**

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