

**PERSONNEL COMMITTEE
COUNCIL ROOM, CITY HALL
WEDNESDAY, AUGUST 30, 2023
9:00 A.M.**

The Personnel Committee was called to order by Chair Barbara Petkovsek. On roll call: Council Members Barbara Petkovsek, Julie Counsell, William Neville III and Mayor Duane Poeschel present.

Also present: City Clerk-Treasurer Rex R. Roehl.

Motion Poeschel, second Neville, to approve the minutes of the August 22, 2023 meeting as presented. All Aye.

Chair Petkovsek reported on the Employee Handbook update. They have had multiple work sessions and will probably have one or two more before they put it out. They have not been able to get a buy-in for converting to PTO time. They have been discussing vacation time during the first year of service versus having to wait a full year, providing benefits for new hires who come in with experience versus new hires with no experience.

Council Member Counsell stated a lot of time has been put in to bring the Employee Handbook up to date. Employees need to understand that sick leave is for sick time only not a vacation substitute.

Discussion continued on PTO time.

Chair Petkovsek stated that the Employee Handbook should be reviewed every two years.

Chair Petkovsek stated that a closed session is not necessary as we are not talking performance evaluations.

City Clerk Roehl reported that at the June 15, 2023 Neillsville Rural Fire Association meeting their Board increased Fire Department wages: Practice/meeting from \$7.00 per hour to \$10.00 per hour; 1st Assistant and 2nd Assistant Fire Chiefs' salaries from \$600 per year to \$1,200 per year each; Computer Entry from \$7.50 per hour to \$10.00 per hour; and Fire Warden salary from \$600 per year to \$1,000 per year.

Discussion followed.

Motion Poeschel, second Counsell, to recommend to the Finance Committee to match the Rural Fire Association wage increases as presented. All Aye.

Chair Petkovsek presented the Police Union two-year contract which has a 2% increase scheduled for July 1, 2024. This contract includes differential pay and was done under levy limits with no knowledge of the State's shared revenue increase. This contract could be reopened, but we are not inclined to reopen it with new contract negotiations starting in August 2024.

Council Member Counsell stated that the Police Union contract has some very old language in it, the City would like to see changes in shift hours, etc.

Chair Petkovsek stated she would like to see the City develop a matrix with percentage pay plus a bump, otherwise a new employee will never catch up; the Village of Fall Creek does an annual wage comparison; we could do a percentage increase now and a comparison adjustment later; the City could hire a wage study, but it would be costly; performance based pay, is seldom done in government, as everything is public record, performance based pay could create ill will.

Council Member Counsell stated bonus pay is a one-time bump and doesn't affect the next year, we have to be aware of where the dollars are coming from.

Chair Petkovsek stated that in 2024 the Wisconsin Retirement System (WRS) rate for the police employee is increasing 1.1% - the general employees are 0.1%,

City Clerk Roehl presented the current wage schedule for 2023 and estimates for a 1%, 2%, 3% and 4% wage increases.

Discussion followed on percentage increase versus cents per hour increase.

Chair Petkovsek stated that last year social security increased 8%.

City Clerk Roehl stated that Governor Evers has issued a 4% increase for State employees, other than Corrections.

City Clerk Roehl stated that the City's 20% increase in shared revenue is \$172,789 estimated. Last Fall the taxi service contract was renewed with a 44% increase, this was after the budget was adopted, creating a \$75,000 budget shortfall for 2023, we did receive \$45,000 CARES grant for the taxi service, netting out to \$30,000 short, however with no guarantee of additional funding we will have to budget the additional \$75,000 in 2024, which can impact how much money we had for wage increases.

Discussion followed on wage increase for 2024.

Motion Poeschel, second Neville, to recommend to the Finance Committee a 3% wage increase for 2024 for non-union employees, excluding the Common Council, Fire Department and Police Union employees. All Aye.

Discussion on a compensation report for each employee, the WRS pension plan and health insurance.

Motion Counsell, second Neville to adjourn. All Aye.

Barbara Petkovsek, Chair

Rex R. Roehl, Clerk