

**SEPTEMBER 17, 2014 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Candy Davis called the meeting to order at 5:02 p.m. Committee members present were Lyle Maves, Candy Davis and Chris Wellnitz. Also present were City Administrator Ramona Flanigan, Public Works Director Tom Hartzell, Police Chief Tom Klubertanz, City Clerk/Treasurer Cindy Hegglund, Utility Director Randy Oren, Police Lieutenant Randy Meehan, Mayor Chris Lund, and Alderperson Matt McIntrye.

Flanigan confirmed the agendas were properly posted on Friday, September 12, 2014 at BMO Harris Bank, the Post Office, Edgerton Library and City Hall.

APPROVAL OF MINUTES:

A Wellnitz/Davis motion to approve the July 31, 2014 Personnel Committee meeting minutes passed, all voted in favor.

DISCUSS AND CONSIDER JOINT WAGE STUDY:

Flanigan stated that there has been a request to do a joint wage study with the cities of Milton and Evansville. The estimate for the joint wage study would be \$11,000. One concern would be that the wage survey would be out dated within a year.

A Davis/Wellnitz motion to not participate in the wage study passed, on a 3/0 roll call vote.

DISCUSS AND CONSIDER WAGE RANGES FOR MANAGEMENT STAFF:

Flanigan stated that the wage range analysis is made up of employees that have been in their positions for years and employees that have just started. Wellnitz stated that the goal would be to keep quality staff by bringing them up to the average wage. Flanigan stated the levy increase allowed for next year will be \$19,000. Wellnitz suggested increase all department heads wages to of -5% of their peers' wages without there being any wage decreases to reach -5% for next year and then re-evaluate the following year.

A Wellnitz/Davis motion to move forward with change in wages and benefits to -5% of peers' average using Utility Director and Clerk-Treasurer as comps with a cap of \$5,000 per position, passed on a 3/0 roll call vote. [The Utility Director and Clerk-Treasurers peers' average was taken from the Utility Director only and Clerk-Treasurers only from the attached wage range analysis.]

DISCUSS AND CONSIDER LIEUTENANT WAGES:

Lieutenants are not part of the union however their benefits are negotiated in the union contract due to Act 10. The Police Management Survey has a variety of different management staff titles. 80% of middle management are not in a union. Edgerton Lieutenants are not in a union. Edgerton's Lieutenants are paid hourly. The most senior Lieutenant is 1.4% below the median and the least senior Lieutenant is 8.7% below the median of the peers. The least senior Lieutenant will be at the same wage as the senior Lieutenant within three years. This year everyone union and non- union received a 2.6%

increase. Davis stated that they need to keep into consideration the benefits. Lieutenants contribute 4% to their retirement and \$30.00 a month for a family health care. Also our union contract is unique with the step increases going up until 25 years as opposed to 5 years in other departments and cities.

A Wellnitz/Davis motion of a wage increase of .4% for both Lieutenants, passed on a 3/0 roll call vote.

DISCUSS FUTURE AGENDA ITEMS:

Next meeting is set for Monday September 29th at 5:30 to discuss across the board wage adjustments.

Being no other business before the Committee, a Wellnitz/Maves motion to adjourn passed. All voted in favor.

Ramona Flanigan/wjl
City Administrator