

**JULY 31, 2014 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Candy Davis called the meeting to order at 5:30 p.m. Committee members present were Ron Webb, 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 and Utility Director Randy Oren.

Flanigan confirmed the agendas were properly posted on Friday, July 25, 2014 at BMO Harris Bank, the Post Office, Edgerton Library and City Hall.

APPROVAL OF MINUTES:

A Wellnitz/Webb motion to approve the June 16, 2014 Personnel Committee meeting minutes passed, all voted in favor. (The minutes in the packet were actually June 2 which were previously approved on June 16th.)

REVIEW MANAGEMENT STAFF GOALS:

The department heads have updated their goals and each went through them with the committee.

DISCUSS AND CONSIDER WAGE RANGES FOR MANAGEMENT STAFF:

The process for establishing wage increases is broken down into 3 steps. The first step is the across the board increase which has already been established for 2014. The next stage is the evaluation of wage ranges comparing them to other communities. The wage is not based on performance. A spreadsheet was distributed to list the comparisons. The last stage is to adjust by performance of the individual employee.

A Wellnitz/Davis motion to evaluate the cost of wage ranges from -5% to +7% above the average of peers for all department heads passed. All voted in favor.

The 2 Lieutenants are not union employees. The Act 10 has made them more aligned with the union employees. They are in between the management staff and the union employees. They do not have the management wage evaluation process. Their health and retirement is based on the union contract. In the past their wages were also increased according to what the union received. The committee would like to get comparison wages from other communities to see where the wages are.

Future Agenda Items:

Comparibles for management staff and lieutenants.

A Wellnitz/Davis motion adjourn passed. All voted in favor.

Ramona Flanigan/wjl
City Administrator