



City of Manitowoc

900 Quay Street
Manitowoc, WI 54220
www.manitowoc.org

Meeting Minutes - Final

Personnel Committee

Monday, August 3, 2026

5:00 PM Council Chambers-City Hall-Meeting also available via
remote Conferencing-Zoom

1. Call to Order

The meeting was called to order at 5:00 p.m.

2. Roll Call

Jessie Lillibridge, Eric Nycz, Justin Nickels, John Musial, and Debbie Charney

Present: 4 - Norell, Sitkiewitz, Beeman and Benzinger

Absent: 1 - Schlei

3. Public Comment

None

4. Consent Agenda

These items will be approved by one motion unless any Committee Member wishes to remove an item for discussion.

REMOVAL OF CONSENT AGENDA ITEMS: None

- | | |
|--------------------------------|---|
| <u>26-0659</u> | Approval of June 1, 2026 Personnel Committee Minutes |
| <u>26-0660</u> | Review of Legal Fees Billed out Through July 2026 - Human Resources |
| <u>26-0661</u> | Report out on Health Plan |
| <u>26-0662</u> | PTO Award reporting to PC - Quarterly |
| <u>26-0663</u> | Timecard batches reporting to PC - Quarterly |
| <u>26-0664</u> | Report out of Human Resource's Office Initiatives August 2026 |
| <u>26-0665</u> | Report out of City Attorney's Office Initiatives August 2026 |

Approval of the Consent Agenda

Moved by Sitkiewitz, seconded by Beeman, to accept the Consent Agenda Items as presented. The motion carried by the following vote:

Aye: 4 - Norell, Sitkiewitz, Beeman and Benzinger

Excused: 1 - Schlei

5. Discussion and Action Items

[26-0667](#)

Discussion on the 2027 Budget and Requests of the Mayor

Mayor Nickels explained to the committee that he was present at the meeting to answer any requests or questions for upcoming budget planning. Alder Sitkiewitz asked if the committee could get a comparison from peers to see what they are doing with the percentage paid for benefits by the City. This was placed on file.

[26-0666](#)

Updated Drug and Alcohol Policies-August 2026

Human Resources Director explained to the committee the updates that have been recommended to the policies. There were a few questions and one correction needed and that will be updated and sent to Council for approval.

Moved by Beeman, seconded by Benzinger, that this request to update the drug and alcohol policies-August 2026 be approved for consent agenda. The motion carried by the following vote:

Aye: 4 - Norell, Sitkiewitz, Beeman and Benzinger

Excused: 1 - Schlei

[26-0670](#)

Update on Police Contract Bargaining

There was no action taken on this item.

6. Convene in Closed Session

Moved by Sitkiewitz, seconded by Beeman, to convene in closed session at 5:12 p.m. The motion carried by the following roll call vote:

Aye: 4 - Norell, Sitkiewitz, Beeman and Benzinger

Excused: 1 - Schlei

7. Roll Call

Alder Schlei joined the meeting in closed session at 5:19 p.m.

Present: 5 - Norell, Sitkiewitz, Schlei, Beeman and Benzinger

[26-0670](#)

Update on Police Contract Bargaining

8. Reconvene in Open Session

Moved by Beeman, seconded by Schlei, to reconvene in open session at 5:29 p.m. The motion carried by the following vote:

Aye: 5 - Norell, Sitkiewitz, Schlei, Beeman and Benzinger

[26-0670](#) Update on Police Contract Bargaining

There was no action taken on this item.

[26-0682](#) September Personnel Committee Meeting Date

A decision was made to move the September Personnel Meeting from the 7th to Tuesday, September 8, 2026 at 5:00 p.m. There was no action taken on this item.

9. Adjournment

Moved by Sitkiewitz, seconded by Beeman, that this meeting be adjourned at 5:31 p.m. The motion carried by the following vote:

Aye: 5 - Norell, Sitkiewitz, Schlei, Beeman and Benzinger

Submitted by Debbie Charney, Human Resources Generalist