



# City of Manitowoc

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

## Meeting Minutes - Final

### Personnel Committee

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Monday, January 5, 2026

5:30 PM Council Chambers. Meeting also available via remote  
Conferencing-Zoom

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#### 1. Call to Order

The meeting was called to order at 5:30 p.m.

#### 2. Roll Call

Jessie Lillibridge, Eric Nycz, Nick Reimer, Dan Koski, Justin Nickels, and Debbie Charney

**Present:** 4 - Sitkiewitz, Norell, Beeman and Cummings

**Absent:** 1 - Dunbar

#### 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

- |                                |  |
|--------------------------------|--|
| <a href="#"><u>25-0903</u></a> | Approval of December 1, 2025 Personnel Committee Minutes               |
| <a href="#"><u>25-0904</u></a> | Review of Legal Fees Billed out Through December, 2025-Human Resources |
| <a href="#"><u>25-0905</u></a> | Report out on Health Plan  |
| <a href="#"><u>25-0906</u></a> | Report out of Human Resource's Office Initiatives January, 2026        |
| <a href="#"><u>25-0907</u></a> | Report out of City Attorney's Office Initiatives January, 2026         |

#### Approval of the Consent Agenda

**Moved by Cummings, seconded by Beeman, to accept the consent agenda items as presented. The motion carried by the following vote:**

**Aye:** 4 - Sitkiewitz, Norell, Beeman and Cummings

## 5. Convene in Closed Session

**Moved by Norell, seconded by Cummings, to convene in closed session at 5:32 p.m. The motion carried by the following roll call vote:**

**Aye:** 4 - Sitkiewitz, Norell, Beeman and Cummings

Notice is hereby given that the above governmental body may adjourn into a closed session during the meeting as authorized by Section 19.85(1)(f) of the Wisconsin Statutes, which authorizes the governmental body to convene in closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

The specific subject matter that may be considered in closed session is:

[25-0909](#)            Residency Exception Request for Police Department

(Closed Session portion of the Minutes has been redacted.)

## 6. Reconvene in Open Session

**Moved by Cummings, seconded by Norell, to reconvene in open session at 5:44 p.m. The motion carried by the following roll call vote:**

**Aye:** 4 - Sitkiewitz, Norell, Beeman and Cummings

[25-0909](#)            Residency Exception Request for Police Department

There was no discussion on this item.

**Moved by Cummings, seconded by Norell, to approve this residency exception request for the Police Department for consent agenda. The motion carried by the following vote:**

**Aye:** 4 - Sitkiewitz, Norell, Beeman and Cummings

## 5. Discussion and Action Items

[25-0909](#)            Residency Exception Request for Police Department

There was no discussion on this item.

[25-0908](#)            Discussion on Department of Public Infrastructure (DPI) Restructure

Mayor Nickels explained the request to move forward with the process of creating job descriptions, job pricing and creating organizational charts to re-organize the Department of Public Infrastructure into two separate departments. The Department of Public Works and the Parks & Recreation Department. Also, to add an additional Standing Committee

for the Parks & Recreation Department. Mayor Nickels explained this was budgeted for 2026 and it is basically budget neutral, also he would like to bring this to Council in the next few months. There was no action taken at this time but it was discussed that after the structure of the change is in place to bring the item back to the Personnel Committee and then to the Committee of the Whole before bringing to Council.

## **8. Adjournment**

**Moved by Norell, seconded by Cummings, hat this meeting be adjourned at 6:06 p.m. The motion carried by the following vote:**

**Aye:** 4 - Sitkiewitz, Norell, Beeman and Cummings

Submitted by Debbie Charney, Human Resources Generalist