



City of Manitowoc

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

Meeting Minutes - Final

Personnel Committee

Monday, June 3, 2019

6:00 PM

Council Chambers

1. Call to Order

The meeting was called to order at 6:00 p.m.

2. Roll Call

Jessie Lillibridge, Kathleen McDaniel, Roxanne Staveness, Jeremiah Novak, Justin Nickels, Dan Koski and Debbie Charney.

Present: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

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

[19-0611](#) Approval of May 6, 2019 Personnel Committee Minutes.

[19-0612](#) Review of legal fees billed out through May, 2019-Human Resources.

[19-0613](#) Report out on Health Plan Funding.

[19-0614](#) Report out of Human Resources Initiatives June, 2019.

[19-0615](#) Report out of City Attorney's Initiatives June, 2019.

Approval of the Consent Agenda

Moved by Williams, seconded by Sitkiewitz, to accept the Consent Agenda Items and recommendations of the various committees The motion carried by the following vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

5. Discussion and Action Items

19-0610 Aldermanic Compensation

No discussion

Moved by Sitkiewitz, seconded by Kummer, that this Report be placed on file for Consent Agenda. The motion carried by the following vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

19-0609 Request for Resolution to Hire Seasonal Employees Related to Elected Officials, Department Heads, or Supervisory Personnel.

No discussion

Moved by Kummer, seconded by Sitkiewitz, that this Resolution be accepted and referred to Council. The motion carried by the following vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

19-0608 Sign-On Bonus-\$1,000 for Part-Time Transit Drivers-June 17, 2019 through December 31, 2020.

Alder Sitkiewitz asked Human Resource Director Lillibridge about the bonus that was implemented in 2018 and why this request is for 18 months and for \$1000 versus the remainder of the year and \$500 for the last request. Lillibridge explained that instead of bringing it back in January for approval again to ask for it now and feels that \$1000 will attract applicants since we have not had many apply and are short three drivers currently. Dan Koski explained that all are drivers begin at part time and move to full time. Alder Jacobs questioned how the City recoups its money if the employee quits right away? Lillibridge stated that this has not happened to date. Jacobs suggested trying to give a monthly amount for a year instead of all at once beginning employment.

Moved by Sitkiewitz, seconded by Williams, to amend the resolution to go through December of 2019. The motion carried by the following vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

Moved by Kummer, seconded by Williams, to amend the Resolution to reduce bonus from \$1000 to \$500. The motion carried by the following vote:

Aye: 4 - Czekala, Kummer, Williams and Jacobs

Nay: 1 - Sitkiewitz

Moved that this Resolution be adopted as amended and referred to Council. The motion carried by the following vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

18-1228 Pay for Performance and Sustainability of Compensation Plan

Alder Czekala explained that there was nothing more to report on this agenda item. Alder Sitkiewitz asked to bring back next month for

discussion.

6. Convene in Closed Session

Moved by Williams, seconded by Sitkiewitz, to convene in closed session at 6:15 p.m. The motion carried by the following roll call vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

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)(e) of the Wisconsin Statutes, which authorizes the governmental body to convene in closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

[19-0618](#) Upcoming Union Negotiations-Transit

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

7. Reconvene in Open Session

Moved by Kummer, seconded by Williams, to reconvene in open session at 6:18 p.m. The motion carried by the following roll call vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

[19-0618](#) Upcoming Union Negotiations-Transit

No discussion

8. Adjournment

Moved by Sitkiewitz, seconded by Kummer, that this meeting be adjourned at 6:19 p.m. The motion carried by the following vote:

Aye: 5 - Czekala, Sitkiewitz, Kummer, Williams and Jacobs

Submitted by Jessie Lillibridge, Human Resources Director