Personnel/Labor Relations Committee Meeting

October 15, 2019

6:30 PM

The Personnel/Labor Relations Committee meeting was called to order by Nancy O’Brien at 6:30 PM. Present were Hesgard, O’Brien, Kolden and Mayor Schmidt.

Mayor Schmidt will appoint a new Personnel/Labor Relations Committee Chair for full council approval at the November Council Meeting.

Mayor Schmidt updated the committee that we'll have a 0% premium increase.  "In Network" provider list has expanded and we'll have a brief update at the November Council meeting.

Committee Discussion on Negotiations Process and Procedures (no action on wages/benefits). The committee discussed process and procedures for negotiations and wage increases.  Kolden proposed a concept of utilization of "total wages" by department.  Using the WERC determined C.P.I. index for January 1st, then multiply the CPI by the total department wage pool to create a "pool" of dollars to be utilized for wage increases.  The tentative proposal would then be to divide the pool of "new" dollars by total hours worked to generate an hourly increase and divide this equally for all employees in the department. Kolden will work with the City Clerk to draft of model of what this would look like for personnel / labor relations committee to review before presenting a recommendation to the full council.

The committee adjourned at 7:04 PM.