Personnel/Labor Relations Committee Meeting

November 19, 2019

6:00 PM

The Personnel/Labor Relations Committee meeting was called to order by Steve Kolden at 6:00 PM. Present were Hesgard, O’Brien and Kolden. Also present were Mayor Schmidt, Alderman Hederer, DPW Higley and Clerk Gurtner.

Clerk Gurtner suggested that the committee increase the wages for election inspectors. They are currently paid $8.00/hr for Inspectors and $9.00/hr for Chief Inspectors. Motion was made by Hesgard, seconded by O’Brien to increase the pay for Election Inspectors to $10.00/hr and Chief Inspectors to $12.00/hr. Motion carried with a voice vote.

Kolden passed out spreadsheets showing a few different ways to calculate wage increase using the CPI of 2.07% and also showing using CPI and 50% of the health insurance savings for 2020. The first scenario was to group City of Colby staff in two groups, but this scenario would give higher increases to the supervisors. The second scenario was to group the city staff all together and everyone would get the same increase of $.51/hour. The third scenario was to group the city staff all together in the calculation but also adding 50% of the health insurance savings as an hourly wage increase. Kolden had used a state wide average of health insurance premium increase to calculate the savings and took 50% of that savings and created an addition hourly wage increase to the employees. The hourly wage increase for each employee using this scenario was $.69/hour. The committee discussed all three options. The committee decided to recommend option three to the full council which is $.69/hour. New wages for Allan Raatz and Clint Smith - $24.71, Craig Lieders and Merlin Schaefer - $24.46, Jessie Polivka - $19.55, Harland Higley - $30.70 and Connie Gurtner - $28.42.



The committee reviewed the employee feedback process. Supervisors will meet with each employee and do a performance evaluation. The committee invited all employees to come to the next meeting with any questions or concerns. The next meeting will be at 5:30 PM on December 3rd before the council meeting to discuss with employees the new wage calculations and the amount they plan to recommend to the council. There will also be a closed session on the agenda if any employees want to meet with the committee.

Motion was made by O’Brien, seconded by Hesgard to adjourn at 6:30 PM. Motion carried with a voice vote.

Connie Gurtner

City Clerk