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CITY OF MENASHA
PERSONNEL COMMITTEE
Third Floor Council Chambers
140 Main Street, Menasha
October 17, 2011
MINUTES

A. CALL TO ORDER
Meeting called to order by Chairman Englebert at 8:26 p.m.

B. ROLL CALL/EXCUSED ABSENCES
PRESENT: Aldermen Taylor, Sevenich, Langdon, Krueger, Zelinski, Englebert, Benner, Klein, Mayor Merkes
ALSO PRESENT: CA/HRD Captain, Acting PC Brunn, C/T Stoffel, and Clerk Galeazzi

C. MINUTES TO APPROVE
1. Personnel Committee, 9/6/11
Moved by Ald. Krueger, seconded by Ald. Langdon to approve minutes.
Motion carried on voice vote.

D. ACTION ITEMS
1. City of Menasha Discipline and Grievance Procedure

CA/HRD Captain explained changes in State Statute requires municipalities to have a grievance procedure in place for the employees. She explained the grievance procedure. Represented Police and Fire employees are not covered under this procedure. General discussion ensued on the impact to employees, keeping procedure fair to everyone affected, changes to the procedure.

Moved by Ald. Benner, seconded by Ald. Taylor to amend the procedure policy removing the sentence "The City of Menasha may terminate the employment relationship at any time with or without reason and without violation of applicable law." from paragraph 1.
General discussion ensued.
Motion carried on roll call 9-0.

Moved by Ald. Benner, seconded by Ald. Sevenich to amend the procedure policy to include at the end of the first sentence of paragraph 6, "or the WERC."
Motion failed on roll call 3-6.
Ald. Sevenich, Langdon, Benner – yes
Ald. Klein, Taylor, Krueger, Zelinski, Englebert, Mayor Merkes – no

Ald. Zelinski asked for unanimous consent to hear from Union Representative Mary Scoon.
Chairman Englebert objected; not recommended.

Moved by Mayor Merkes, seconded by Chairman Englebert to recommend to Common Council Discipline and Grievance Procedure as amended.
Motion carried on roll call 8-1. Ald. Sevenich – no.

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2. Intergovernmental Cooperation Agreement Impartial Hearing Officers between the Cities of Appleton, Menasha, Neenah, Oshkosh and Fond du Lac.

CA/HRD Captain explained the City is responsible for providing an Impartial Hearing Officer when needed. This agreement allows for legal staff from participating municipalities to act as the Impartial Hearing Officer for the other participants. The only cost associated would be out-of-pocket travel expense. Cities of Menasha and Oshkosh are the only participants that have not approved this agreement.

Moved by Ald. Krueger, seconded by Mayor Merkes to recommend to Common Council. Motion carried on roll call 8-1. Ald. Sevenich – no

3. Change to Personnel Policy Handbook, ARTICLE XIX – Concealed Carry

Moved by Mayor Merkes, seconded by Ald. Krueger to recommend to Common Council the change to Personnel Policy Handbook, ARTICLE XIX-Concealed Carry as follows: Possessing weapons or explosives of any type on City property without City authorization. This provision does not prohibit an employee, who is licensed under §175.60, Wis. Stats., as a condition of employment, from carrying a concealed weapon or ammunition or from storing a weapon or ammunition in the licensee's own motor vehicle, regardless of whether that motor vehicle is used in the course of employment or whether the motor vehicle is driving or parked on property used by the City.
Motion carried on roll call 8-1. Ald. Sevenich – no

E. ADJOURNMENT

Moved by Mayor Merkes, seconded by Ald. Benner to adjourn at 9:27 p.m.
Motion carried on voice vote.

Respectfully submitted by Deborah A. Galeazzi, WCMC, City Clerk