

CITY OF MENASHA
PERSONNEL COMMITTEE
Third Floor Council Chambers
140 Main Street, Menasha
December 5, 2011
MINUTES

DRAFT

A. CALL TO ORDER

Meeting called to order by Chairman Englebert at 7:25 p.m.

B. ROLL CALL/EXCUSED ABSENCES

PRESENT: Aldermen Krueger, Zelinski, Englebert, Klein, Taylor, Sevenich, Langdon,
Mayor Merkes

EXCUSED: Alderman Benner

ALSO PRESENT: CA/HRD Captain, PC Styka, FC Auxier, DPW Radtke, CDD Keil, C/T Stoffel,
PHD Nett, Clerk Galeazzi and the Press.

C. MINUTES TO APPROVE

1. [Personnel Committee, 11/21/11](#)

Moved by Ald. Krueger, seconded by Ald. Langdon to approve minutes.

Motion carried on voice vote.

D. ACTION ITEMS

1. [Review and restructure pro-rated part-time benefit levels.](#)

CA/HRD Captain explained the current benefit schedule offered to part-time employees. It has been requested by regular part-time employees to review and restructure the benefit levels from the current range system to a percentage of full-time benefits. This would currently affect three employees, two of which are Health Department employees. The Library has the percentage system for their regular part-time employees. To keep it fair to employees, all departments should be under the same system.

General discussion on the financial impact of the change in benefit.

Moved by Ald. Englebert, seconded by Ald. Krueger to recommend to Common Council to change the Personnel Policy handbook, Benefits Eligibility, restructuring benefit levels for regular part-time employees, working an annual average of half-time or more per week, to a pro-rated basis as a percentage of part-time employment to full-time employment. The percentage of employment which has been established by grant funding, the budget or Common Council, shall determine the benefit pro-ration. Any change in pro-rata percentage will be applied on the first payment of the following month.

General discussion ensued.

Motion failed on roll call 4-4

Ald. Taylor, Krueger, Englebert, Mayor Merkes – yes

Ald. Klein, Sevenich, Langdon, Zelinski – no

2. Possible Motion to Adjourn into Closed Session at pursuant to Wis. Stats. §19.85(1)(e)&(g): 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; Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Police Local 603).

Chairman Englebert explained there is no need to go into closed session. However, he would like to schedule another Personnel Committee meeting after CA/HRD Captain's meeting with the representatives of the Police Union on Wednesday December 7, 2011. It was agreed that a Special Personnel Committee meeting would be held on December 7, 2011 at 5:00 p.m.

E. ADJOURNMENT

Moved by Mayor Merkes, seconded by Ald. Langdon to adjourn at 7:51 p.m.
Motion carried on voice vote.

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