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CITY OF MENASHA
PERSONNEL COMMITTEE
Third Floor Council Chambers
140 Main Street, Menasha
April 2, 2012
MINUTES

A. CALL TO ORDER
Meeting called to order by Vice-Chairman Krueger at 8:12 p.m.

B. ROLL CALL/EXCUSED ABSENCES
PRESENT: Aldermen Zelinski, Benner, Klein, Taylor, Sevenich, Krueger, Mayor Merkes
EXCUSED: Aldermen Langdon and Englebert
ALSO PRESENT: CA/HRD Captain, PC Styka, FC Auxier, CDD Keil, C/T Stoffel, Officer Mauthe, Clerk Galeazzi

C. MINUTES TO APPROVE
1. Personnel Committee, 3/19/12
Moved by Mayor Merkes, seconded by Ald. Zelinski to approve minutes.
Motion carried on voice vote

Vice-Chairman Krueger requested to take up Action Item #2 first.
No objection

D. ACTION ITEMS
2. Police Union Contract (Local 603) and Educational Incentive Program (held 3/19/12)

General discussion resumed on the request by Local 603 to compensate officers, hired prior to January 1, 1998 that held an associate's degree, an additional $75 a month as part of the educational incentive program. The Committee reviewed a January 22, 1998 Letter of Agreement between the City and Local 603. The Police Union is requesting that the educational incentive continue to those three remaining officers that hold an Associate's Degree.

General discussion ensued on what language was in previous contracts. Committee members agreed to hear from Officer Mark Mauthe.

Officer Mauthe explained it was understood by the Union Officers this was a grandfathered clause in the Contract and did not question continuing to receive the compensation

Moved by Ald. Sevenich, seconded by Ald. Benner to recommend to Common Council to authorize CA/HRD Captain to draft a side letter for the 2012-2014 contract with Menasha Police Union Local 603 allowing those officers hired prior to January 1, 1998 with an Associate's Degree to be compensated $75 a month as part of their Educational Incentive Program.
Motion carried on roll call 4-3.
Ald. Klein, Taylor, Sevenich, Benner – yes
Ald. Krueger, Zelinski, Mayor Merkes – no

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1. Personnel Policy Handbook (Revised)

CA/HRD Captain reported on some changes to the Administrative Policies of the Personnel Policy Handbook. She will continue to bring forward changes as updates are made to the different policies.

Moved by Ald. Krueger, seconded by Mayor Merkes to amend the Code of Conduct Policy to include "It is essential that no official or other City employee solicit or accept from any person, directly or indirectly, anything of value (i.e. money, property, favor, service, payment, advance, forbearance, loan, guarantee of loan or promise of future employment) if it could reasonably be expected to influence the actions or judgment of any employee, be perceived to give hope or expectation of receiving a favor or better treatment, be reasonably considered a reward for any action or inaction on the part of the employee, or be utilized for personal use or gain."
General discussion ensued on what this amendment covers.
Motion carried on voice vote.

Moved by Mayor Merkes, seconded by Ald. Sevenich to recommend to Common Council approval of the Personnel Policy Handbook policies including the corrected Electronic Communications and Information Technology Policy and the amendment to the Code of Conduct Policy.
Motion carried on voice vote.

E. ADJOURNMENT
Moved by Ald. Zelinski, seconded by Ald. Sevenich to adjourn at 9:09 p.m.
Motion carried on voice vote.

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