CITY OF MENASHA
PERSONNEL COMMITTEE
Third Floor Council Chambers
140 Main Street, Menasha
March 19, 2012
MINUTES

A. CALL TO ORDER
Meeting called to order by Chairman Englebert at 9:45 p.m.

B. ROLL CALL/EXCUSED ABSENCES
PRESENT: Aldermen Krueger, Zelinski, Englebert, Benner, Klein, Taylor, Sevenich, Langdon, Mayor Merkes
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, 3/5/12
Moved by Ald. Krueger, seconded by Ald. Langdon to approve minutes.
Motion carried on voice vote.

D. ACTION ITEMS
1. Employee Safety Manual (Revised)

PHD Nett explained changes to the Fleet Safety Policy that will need to be part of the Employee Safety Manual.

Moved by Ald. Sevenich, seconded by Ald. Krueger to recommend to Common Council the Employee Safety Manual with the amended Fleet Safety Policy.
Motion carried on voice vote.

2. Personnel Policy Handbook (Revised)

General discussion ensued on the different sections of the policy.

It was suggested this item remain on the agenda for future discussion.

3. Police Department Organizational Structure Change

PC Styka explained the new organizational structure. The new structure will clearly designate a person in charge in the absence of the Police Chief. Staff is recommending removing the position of Operations Lieutenant and authorize the creation of the new position of Operations Captain at pay grade level 8.

Moved by Ald. Sevenich, seconded by Ald. Krueger to recommend to Common Council Police Department Organizational Structure change of removing the position of Operational Lieutenant and authorize the creation of the new position of Operations Captain at pay grade level 8.
Motion carried on voice vote.

4. Police Union Contract (Local 603) and Educational Incentive Program

CA/HRD Captain explained a provision in Police Union Contract of January 1, 1995-December 31, 1997 indicated that Police Officers who had associate degrees/credits would be compensated an extra $75 per month. That provision was dropped beginning with the January 1, 1998-December 31, 2000 contract. That language had not been in the union contract since 2000. It was recently discovered that Police Officers who had associate degrees/credits continued to receive an extra $75 per month even though the provision was not in the union contract. The Union is requesting that such payment continue to those officers receiving the $75 per month extra compensation. This applies to three officers.

General discussion ensued on this being a past practice even though it was not stated in the union contract.

Moved by Ald. Taylor, seconded by Ald. Langdon to recommend to Common Council to continue to pay $75 per month to Police Officer who had associate degrees/credit hired prior to 1/1/1998.

PC Styka explained there was a side letter with the January 1, 1998-December 31, 2000 union contract that addressed which Police Officers would receive education incentive compensation.

Moved by Ald. Krueger, seconded by Ald. Sevenich to hold this item.
Item is held

E. ADJOURNMENT
Moved by Ald. Sevenich, seconded by Ald. Krueger to adjourn at 10:40 p.m.
Motion carried on voice vote.