**Minutes of the Meeting of the Wage & Personnel Committee Held**

**On Tuesday, May 5, 2015 Pursuant to Notice Duly Given**

1. Meeting called to order by Mayor Bostedt at 4:00 p.m.
2. Roll Call: Mayor Bostedt, Roger Reed, Darrell Anderson, Lauren Resch, Bob Le Breck and Jean Feldt (arrived at 4:02 p.m.)

Also Present: Fire Chief Jack Mlnarik, Fire Captain John Reed, Jim Lacourciere, Attorney Evans, Sara Perrizo, Administrator and as Recording Secretary and other interested parties

1. Election of Chair

Le Breck nominated Resch, who accepted. Mayor Bostedt asked two times for additional nominations and none were presented.

**Moved by Anderson, seconded by Le Breck to close the nominations.**

**Motion carried upon verbal voice vote. 5 ayes**

**Moved by Reed, seconded by Le Breck to elect Lauren Resch as Chair of the Wage & Personnel Committee.**

**Motion carried upon verbal voice vote. 5 ayes**

At this time, Chairperson Resch took over running the meeting.

1. Election of Vice-Chair

Le Breck nominated Anderson, who accepted.

Resch asked two times for further nominations and none were presented.

**Moved by Feldt, seconded by Le Breck to close the nominations.**

**Motion carried upon verbal voice vote. 5 ayes**

**Moved by Feldt, seconded by Reed to elect Darrell Anderson as Vice-Chair of the Wage & Personnel Committee.**

**Motion carried upon verbal voice vote. 5 ayes**

1. Approval of Agenda

**Moved by Anderson, seconded by Le Breck to approve the agenda as presented. M/C**

1. Approval of Minutes from 04/21/15 meeting.

**Moved by Anderson, seconded by Reed to approve the minutes as typed.**

**Motion carried upon verbal voice vote. 5 ayes**

1. Correspondence/Public Appearances

Perrizo stated that Julie Galik has returned to work part-time.

1. Discussion/Action/Recommendation on the Following:
   1. Hiring Practices and Advertising

Le Breck asked for this item to be on the agenda. He still believes that, if two candidates are chosen for an interview, the Council should be able to see both of them. Also, the City advertises a salary range and Le Breck questioned why we always start at the high point when hiring, or come back with a different number. There are a lot of high caliber people not applying for jobs with the City because of our hiring practices. Feldt feels that we are “shooting ourselves in the foot” by putting a pay range in the postings. Instead, pay should be commensurate with experience.

Mayor Bostedt suggested Perrizo put together a draft hiring policy. Perrizo agreed that she could do that, and suggested including that preference is given to City residents for seasonal positions, as was approved by the Committee in the past. Resch suggested also checking with other municipalities to see if they have policies. Le Breck stated that individuals should be hired based on qualifications. Feldt stated that the Committee should review all ads before they go out. Perrizo said that the Police & Fire Commission, Utility Commission, Library Board, etc. are not required to do that. Mayor Bostedt suggested asking them to have their ads reviewed by the Committee and giving them a copy of the policy.

Lacourciere stated that the County hired for a maintenance person a couple of years ago and 142 applications were received. Recently, the advertised again for the same position and only 42 applicants applied. It appears as though the labor pool is shrinking.

Mlnarik opined that the pay range does matter to people who are applying for positions and therefore it should be included in the ads. Feldt disagreed, and stated that the ad could request the applicants pay requirements as part of the application.

**Moved by Feldt, seconded by Anderson to direct Administrator Perrizo to develop a draft policy on hiring and bring it to the Committee for review.**

**Motion carried upon verbal voice vote. 5 ayes**

* 1. Interim Fire Chief Compensation

Perrizo explained that the Police & Fire Commission appointed Captain John Reed as the Interim Chief and recommended a salary of $64,500, with Reed continuing to pay 4.9% into state retirement. Mayor Bostedt asked that this item be sent through the committees, and after reviewing the figures, this makes total sense to her. Feldt agreed that this is very fair.

Lacourciere said that Reed is an excellent man and if we went out looking, we wouldn’t find anyone who would match Reed’s qualifications. Reed has also had a great trainer in Mlnarik.

**Moved by Feldt, seconded by Anderson to approve the Interim Fire Chief compensation of $64,500 with the Interim Fire Chief continuing to pay 4.9% into Wisconsin Retirement.**

**Motion carried upon verbal voice vote. 5 ayes**

1. **Moved by Feldt, seconded by Anderson to adjourn at 4:16 p.m.**

**Motion carried upon verbal voice vote. 5 ayes**

Respectfully Submitted:

Sara J. Perrizo, CPA

Administrator