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

**On Tuesday, July 14, 2015 Pursuant to Notice Duly Given**

1. Meeting called to order by Chairperson Resch at 4:30 p.m.
2. Roll Call: Mayor Bostedt, Roger Reed, Darrell Anderson, Lauren Resch, Bob Le Breck and Jean Feldt

Also Present: Superintendent of Public Works Jeremy Wusterbarth (arrived at 4:45 p.m.), Attorney Evans, Sara Perrizo, Administrator and as Recording Secretary and other interested parties

1. Approval of Agenda

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

1. Approval of Minutes from 7/7/15 meeting.

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

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

1. Correspondence/Public Appearances

None.

1. Discussion/Action/Recommendation on the Following:
   1. Approval to Increase the Wage for Adam Filz from $21.51 per Hour to $23.68 per Hour to Match Grade 4 Certification Wage

Perrizo explained that the cost of the increase is approximately $5,200 per year and $2,100 for the remainder of 2015. There is money available in the seasonal employee budget because $4,500 was budgeted and only approximately $2,000 is needed for the year. Resch asked how long Filz has been with the Utility. Perrizo estimated three to four years. Mayor Bostedt asked if the City has paid for the classes for Filz to obtain the certification. Perrizo confirmed that the City did. Mayor Bostedt acknowledged that every situation is different and stated that Filz is smart and knowledgeable and has helped out in other departments to keep us from having to hire an outside plumber. However, she doesn’t think the taxpayers should have paid for his training to advance his career and this Committee was adamant a few weeks ago about no more raises when the same issue came up for the Park & Rec department. If the Committee says yes to this, the Mayor feels that will show that the Park & Rec Department, tourism and the three businesses that the City runs mean nothing.

Feldt asked if the City paid Steve Woodworth’s classes to train for the Grade 4 certification. Perrizo confirmed that we likely did. Feldt believes that any investment in our human resources is an investment in the City and not about personal advancement. It’s about making sure we have qualified people to take care of critical services for our City. This is not an apples to apples comparison as there was not money budgeted in the Park & Rec budget for a wage increase, but there is money in the Utility budget. Feldt understands that when someone reaches the Grade 4 certification, we are obligated to match the wage of the others who have achieved the same. Anderson asked if this certification is a requirement of the job and is listed in the job description. If it was required, then we are probably stuck with the increase. If it was not required, then there isn’t anything saying we have to give the increase. Perrizo said that Wusterbarth would know the answer to that question and could provide it when he arrives at the meeting.

Mayor Bostedt commented that it is important to know if Filz was directed to obtain the certification because that will make a difference in this issue. Also, to say that someone who went to school is more valuable than someone who spent three years working and became trained to do something in this City is not right. This is an apples to apples comparison.

Reed stated that Filz can now step in to run the treatment plant at any time. He has also done a lot of plumbing work for the City. Anderson asked if there is a rule that a raise has to be given when the certification is achieved. Perrizo said that there is not at this time. When the union contract was in place in the past, the pay increase was automatic, but that is no longer in effect since Act 10 was passed. Anderson stated that it’s been said many times that we don’t have any money and also that we can’t say yes to some people and no to others because it creates turmoil.

Feldt is getting the impression that education isn’t perceived as important and that if people want to further their education, they can pay for it themselves and then the City can use it to its benefit. Most businesses and employers invest in their employees so that they have a solid foundation for improving and we need to think more like a business and value the education that our employees have because it’s just as important as the experience they get on the job. Mayor Bostedt countered that she did not say that education is not important and, in fact, she believes it is extremely important. She does not believe that the citizens of this City should pay for the education of any employee because then they could come back to us and say that they want us to educate their child, too. Mayor Bostedt believes that Filz is an extremely important employee who is smart and an asset to the City. Her problem is how similar situations are handled differently.

Wusterbarth explained that the certification was planned and that, in the past, anytime the certification was achieved by an employee, their pay was increased. The certification is required by the DNR and 24 hours of continuing education is required annually to keep it. If no one in the plant has the certification, the operation of the plant would have to be contracted out. Anderson asked if the certification was required as part of Filz’s job description. Wusterbarth confirmed that it is and that Filz knew he had to obtain it when he was hired. Filz also knew that the wage increases with the certifications were past practice. Mayor Bostedt asked if there is a schedule showing the wage scale. Wusterbarth has one that he can show her and Perrizo confirmed that the $23.68 is the same wage as the other Grade 4 Operator is paid.

**Moved by Reed, seconded by Feldt to approve the wage increase for Adam Filz from $21.51 per hour to $23.68 per hour to match Grade 4 Certification wage.**

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

* 1. Possible Hiring of Two Parks Employees

This item was tabled at the Park & Rec Committee meeting.

1. **Moved by Feldt, seconded by Le Breck to adjourn at 4:56 p.m.**

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

Respectfully Submitted:

Sara J. Perrizo, CPA

Administrator