



Bargaining Committee
February 7, 2017
5:00 p.m.

Civic Center Committee Room

1. Call to Order
2. Minute Approval
 - November 28, 2016 - [Bargaining Minutes 11-28-2016](#)
3. Discussion and Action Items:
 - Resolution Regarding Non-Represented Appointed Officials Wages and Salaries - [Resolution - Pay for Performance - Appointed Officials 2-1-17](#)
4. Adjourn

PUBLIC NOTICE

Upon reasonable notice, a good faith effort will be made to accommodate the needs of individuals to participate in public hearings, which have a qualifying disability under the Americans with Disabilities Act. Requests should be made as far in advance as possible, preferably a minimum of 48 hours. For additional information or to request this service, contact the St. Francis City Clerk at 481-2300 Extension #4305. The meeting room is wheelchair accessible from the east and west entrances.

NOTE: There is a potential that a quorum of the Common Council may be present.

**MINUTES OF THE BARGAINING COMMITTEE MEETING HELD
NOVEMBER 28, 2016**

Present: Alderpersons Brickner and Schandel

Also Present: City Administrator Johnsrud, City Clerk/Treasurer Uecker, Fire Chief Lockwood

Excused: Alderman Tutaj

Alderwoman Schandel called the meeting to order at 5:00 p.m.

Municipal Court Clerk Position:

City Administrator Johnsrud reported that the Municipal Judge has appointed a new Court Clerk. Former Clerk Claire Stelloh resigned her position with the City effective November 18, 2016. The new Court Clerk started on November 21st. During the budget process, the position was made full-time effective January 1, 2017.

Moved by Alderman Brickner, seconded by Alderwoman Schandel to recommend to the Common Council that the Municipal Court Clerk position be full time effective November 28, 2016. Motion carried.

Moved by Alderwoman Schandel, seconded by Alderman Brickner to convene into Closed Session for discussion regarding: Wisconsin Statutes §19.85(1) (e) 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 – Union Negotiations with Fire Union. The following voted “aye”: Alderwoman Schandel, and Alderman Brickner. Motion carried.

Time: 5:21 p.m.

Move by Alderwoman Schandel, seconded by Alderman Brickner to reconvene into Open Session. Motion carried.

Time: 8:35 p.m.

City Administrator Johnsrud reported that the Committee will be recommending to the Common Council a 2% increase in wages for Police and Fire Department Command Staff.

Moved by Alderwoman Schandel, seconded by Alderman Brickner to adjourn. Motion carried.

Time: 8:36 p.m.

Resolution No.

RESOLUTION REGARDING NON-REPRESENTED APPOINTED OFFICIALS WAGES AND SALARIES

At a regular meeting of the Common Council of the City of St. Francis, Milwaukee County, Wisconsin, held on the 7th day of February, 2017 a quorum being present and a majority of the Council voting therefore, said council does resolve as follows:

WHEREAS, it is in the public interest of the residents of the City of St. Francis that the wages and salaries of City of St. Francis, Wisconsin be approved and adopted by the Common Council;

WHEREAS, the City has adopted a pay-for-performance compensation plan in 2013 for all non-represented employees;

WHEREAS, standardized performance reviews including goals were created for each position within the organization and training on them was provided by an outside agency;

WHEREAS, employees who are currently employed at the time of the passage of this resolution are eligible for this program and employees whom have retired or are no longer with the organization do not qualify;

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of St. Francis, Milwaukee County, Wisconsin:

ESTABLISHING OR REESTABLISHING SALARIES AND WAGES OF APPOINTED OFFICIALS OF THE CITY OF ST. FRANCIS FOR 2017

The salaries and wages of certain officials and employees of the City of St. Francis commencing and retroactive to January 1, 2017, except as otherwise hereinafter set forth, are as follows for appointed officials:

Wages and Salaries:

Position	Existing	Pay for	Proposed
	Pay	Performance %	1/1/2017
City Engineer/Director of Public Works	\$98,987.77	1.42%	\$100,397.66
City Clerk/Treasurer	\$81,113.70	1.57%	\$82,392.47
Public Health Administrator	\$72,875.74	1.37%	\$73,874.91

Police Chief	\$96,918.94	1.67%	\$98,542.11
Fire Chief	-	-	-
Building Inspector	\$71,069.77	1.53%	\$72,154.99
Highway Superintendent	\$63,531.61	1.51%	\$64,494.09

WHEREAS, the Pay for Performance program is designed to be flexible and in future years may be the sole determiner in wage/benefits increases for City of St. Francis employees. In future years the program may be expanded to other departments.

PASSED and APPROVED this 7th day of February, 2017.

Mayor

ATTEST:

City Clerk/Treasurer