



Bargaining Committee
March 21, 2017
6:00 p.m.

Civic Center Committee Room

Roll Call:

Alderspersons Ken Tutaj, Don Brickner, Janis Schandel

1. Call to Order
2. Minute Approval
 - February 7, 2017 - [Bargaining Minutes 02-07-2017](#)
3. Discussion and Action Items:
 - Update on contract discussion with International Association of Firefighters Local 2717
 - Update on Employee Policy Manual
4. Adjourn to 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 – Fire Union Contract
5. 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 FEBRUARY 7, 2017

Present: Alderpersons Tutaj, Brickner and Schandel

Also Present: City Administrator Johnsrud, City Clerk/Treasurer Uecker, City Engineer Dejewski, Alderman McSweeney, Mayor St. Marie-Carls

Chairman Tutaj called the meeting to order at 5:10 p.m.

Minute Approval:

Moved by Alderman Brickner, seconded by Alderman Tutaj to place on file the minutes of the Bargaining Committee meeting held November 28, 2016. Motion carried.

Discussion and Action Items:

Resolution Regarding Non-Represented Appointed Officials Wages and Salaries

Moved by Alderman Brickner, seconded by Alderman Tutaj to discuss the proposed Resolution. Motion carried.

City Administrator Johnsrud reviewed with the Committee the history of the Resolution. In the 2017 Budget, a cost of living increase of 0.4% was included across the board for full-time employees. This resolution truly represents a pay for performance increase. A 360 review was done – each employee included in the resolution was reviewed by the City Administrator, Mayor and Common Council as well as the other Department Heads. It was a comprehensive way to do the pay for performance review. Reviews going forward will be ranked on how well each covered employee attained the stated goals. All employees were above a “3” which is satisfactory and the standard for which a pay for performance increase would be given. Discussion was held regarding the giving of raises, even if it was budgeted for. Alderwoman Schandel stated that even if the money was in the 2017 budget, doesn’t mean it has to be expended.

Moved by Alderman Tutaj, seconded by Alderman Brickner to recommend to the Common Council the adoption of the Resolution Regarding Non-Represented Appointed Officials Wages and Salaries. Motion carried.

Adjourn:

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

Time: 5:36 p.m.