

**MINUTES OF THE BARGAINING COMMITTEE MEETING HELD
FEBRUARY 3, 2016**

Present: Alderpersons Fliss, Brickner and Wattawa

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

Chairwoman Fliss called the meeting to order at 4:33 p.m.

Moved by Alderman Wattawa, seconded by Alderman Brickner to place on file the minutes of the Bargaining Committee meeting held January 27, 2016. Motion carried.

Charter Ordinance to Define the Role of Mayor as Chief Executive Officer and to Establish the Office of City Administrator

Margaret Raclaw
3006 East Crawford Avenue

Mrs. Raclaw stated that the section number is incorrect. Mrs. Raclaw read a statement opposed to the proposed Charter Ordinance change.

Janis Schandel
4510 South Kansas Avenue

Ms. Schandel felt that the ordinance is problematic and spoke against it. There is no reason to take away the Mayor's powers. She stated that this wasn't presented in an upfront manor. She also questioned what forms were used for the Pay for Performance evaluations.

Michael Grimshaw
2921 East Whittaker Avenue

Mr. Grimshaw agreed with Mrs. Raclaw and felt that this item should be in front of the Legislative Committee not Bargaining. He feels that this will remove every power of the Mayor and gives it to the City Administrator, who, he stated, has done a fantastic job.

Shawn Fierer
3036 East Waterford Avenue

Mr. Fierer stated that with the departure of two alderpersons that no global changes should be made to the City because they won't be in office when this change takes effect. He also agreed that this shouldn't be in the Bargaining Committee. The system works well, and it is a shame that it would be changed in the final two months of certain elected officials.

Mayor St. Marie-Carls read an email from Bruce Peacock that stated that the City Administrator shouldn't make any decisions regarding elected officials.

City Attorney Alexy stated that this is on the Bargaining Committee agenda as this is the committee where the Council asked it to originally go to. It is also the committee that evaluates the performance of the City Administrator. At the Committees discretion it can go to Legislative or right to the Council.

Alderwoman Fliss stated that at a Closed Session this was decided by the Council that it would come to the Bargaining Committee and that is why it is being discussed here.

Alderman Brickner stated that no action will be taken on this Ordinance, but it is the place to start the conversation and then it would go to Legislative or to the Council to refer this to the Legislative Committee. He also stated that this will not be rushed through but intelligently discussed. Alderman Wattawa echoed that this is a draft and for discussion and that it would not be pushed to the Council for action. Alderwoman Fliss stated that this is a clarification of the Office of the City Administrator. Many of the items in the Charter Ordinance are in the current ordinance. Alderman Brickner stated that if the Common Council deems it necessary to go to a referendum, it is up to the full Council, not the three Committee members.

Alderwoman Fliss went through the ordinance section by section. Parts of the proposed ordinance make the appointment and term language consistent with that of the other department heads. Alderman Brickner asked if it was always the Council's decision to terminate, not just the Mayor. City Attorney Alexy reaffirmed that the Mayor does not have the power to remove a Department Head – it is consistent with State Statute. He also stated that some of the additions/changes are for clarification and delineation.

City Attorney Alexy clarified that the Mayor's powers from the current code are not changed, but to clarify the role of the Mayor as CEO and City Administrator as the COO – this is trying to address that issue. This doesn't reduce the Mayor to a figure head.

Alderman Wattawa asked specifically what is being taken away from the Mayor. Alexy said it is to enunciate what the position of City administrator is and how it functions in relation to the office of the mayor. This is intended to address clarify the office of City Administrator not the current person in the office.

Mayor St. Marie-Carls disagrees with the City Attorney on his view point and it is biased. She had asked him for a scope of his services and we should have gotten a quote to prepare the Charter Ordinance. Alderman Brickner felt that this should have been redlined for easier understanding of the proposed changes so there would be no misinterpretation. The City Attorney will be asked to redline the ordinance for future meetings. Alderman Brickner reiterated that he is not rushing anything, let everyone have time to absorb it and then come back for further discussion.

This will be left on the agenda under Unfinished Business. Alderman Wattawa asked the Mayor that any suggestions she would have regarding this Ordinance that she submit them to the Committee prior to the next meeting.

Memo from the City Clerk/Treasurer re: Staffing Hours:

Discussion was held that the additional hours can be picked up by either of the part time employees but with caution that they would not go over "full time" hours.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to place on file with reference in the minutes the memo from the City Clerk/Treasurer regarding Staffing Hours and to concur with the recommendation. Motion carried.

2015 Pay for Performance Program:

City Administrator Rhode reviewed the compensation and class study from the City of South Milwaukee. He included it as an example for the Committee to review. He is not looking to create this as ours, but doesn't want to spend \$60,000 to have a study done to find out what a neighboring City has found out. He felt that their example of pay ranges would be something that the City could look at to implement in some form in the City of St. Francis. The upside of a pay range is that employees know where they are and where their wages can go. Discussion was held on how to incorporate both pay for performance and step increases or ranges. City Engineer Dejewski stated that this affects the Highway Department employees. She had a memo that laid out her recommendations for this. She felt that the first "steps" would be based on having a CDL and passing probation. The next two adjustments would be based on proficiency and performance review – a hybrid approach. City Administrator Rhode then reviewed the history of the City's pay for performance program. In 2013 it was a mix of PFP and merit; in 2014 it was a full PFP program.

The evaluation process will be for last year's performance and goals. City Administrator Rhode will be ready to present the Committee with the proposed PFP increases at the next meeting. This item will be left on the agenda, along with the memo from the City Engineer under Unfinished Business.

Moved by Alderman Brickner, seconded by Alderman Wattawa to adjourn. Motion carried.

Time: 6:02 p.m.