

APPROVED

**CITY OF WAUSAU HUMAN RESOURCES COMMITTEE
MINUTES OF OPEN SESSION**

DATE/TIME: March 11, at 4:45 p.m.
LOCATION: City Hall (407 Grant Street) – Council Chambers
MEMBERS PRESENT: Becky McElhaney (C), Gary Gisselman, Dawn Herbst, Tom Killian, Michael Martens
MEMBERS ABSENT:
Also Present: J. Henderson, A. Jacobson, J. Kopp, M. Barnes

The meeting of the Human Resources Committee was called to order by McElhaney.

Approval of the January 8, 2024 Minutes.

Motion by Herbst to approve the January 8, 2024 minutes. Second by Martens. All ayes.
Motion passed 5-0.

Human Resources Report for February 2024.

No questions were asked. Report will be filed.

Discussion on the Role and Responsibilities of the Human Resources Committee.

McElhaney said that questions emerged during the last budget season about the roles of committees, and Attorney Jacobson provided the information she found describing the role and responsibilities of the Human Resources Committee.

Gisselman asked if they were being asked to make recommendations to update the information provided, or, if they wanted to make revisions, how would that be accomplished? Jacobson explained that she has been working on this request with other committees as well to review their role and how the committee intertwines with others, not recommending any changes, but rather bringing information to the committee's attention. Jacobson explained that she went through the municipal code and found where the Human Resources Committee was mentioned and the Employee Handbook and provided her findings. Jacobson said that ideally all the information should appear where the committees are listed in the municipal code.

McElhaney asked if there is anything listed that the committee would like to change? Discussion took place regarding language in the ordinance pertaining to the Director of Public Works & Utilities and the Utility Commission overseeing management and compensation, and also the committee's responsibility of interviewing department directors and other appointed managers annually. Gisselman said that he would like to see the Madison ordinance for the Human Resources Committee to compare.

McElaney said no action would be taken on this item. Committee members should review the information provided and bring suggestions for any revisions to the next meeting.

Discussion and Possible Action Approving Hiring an Outside Attorney for Upcoming Negotiations with the Transit Union.

Henderson said that this is a one-time request after learning that the transit union has asked the union vice president to negotiate the contract, having a new Transit Director, and the various challenges at the department, he is requesting to hire an outside attorney to assist with negotiations for the contract to ensure it is done with the City's best interest in mind. Jacobson said that Henderson has requested Nate Miller to assist, who was previously employed with the City of Wausau as Assistant City Attorney. Jacobson said that the Legal department has some funds available to assist with the cost. Killian asked if the vice president is an attorney. Henderson said no, but the person does negotiations for a living. Henderson also said that he believes the union is going to ask for a lot of changes to the verbiage in the contract, and therefore it would be helpful to have a professional litigator to assist with the process. Killian asked how many hours would be required from Miller for negotiations. Henderson said he did not know what would be required for this negotiation. Killian expressed concern for the cost and for dealing with this negotiation differently than the others. Martens said that outside legal help was used for the Police and Fire negotiations last time since the City was in between HR Directors, so it is not unprecedented and will be supporting this request.

Motion by Herbst to approve hiring an outside attorney for upcoming negotiations with the Transit Union. Second by Martens. Motion passed 4-1 (*Killian was the dissenting vote*).

Presentation (Chiefs Kopp and Barnes/Health Officer Laura Scudiere/Aspirus Tara Draeger) and Discussion and Possible Action Approving the Creation and Hiring of a Community Care Paramedic for the Fire Department.

Chief Kopp provided a presentation outlining the purpose of the Community Care Paramedic position and how it would function within the community. Gisselman asked how the position would be dispatched. Kopp said that they would start by using a referral program with the Health Department, Fire staff, and Police staff. Killian asked if service would be limited for unhoused people who could prove Wausau is their city of origin. Kopp said that anyone in the city would be provided with needed assistance and care.

Laura Scudiere provided a presentation on statistics of falls and EMS calls in Marathon county and the shortage of Health Care and Mental Health providers in the area. Tara Draeger spoke on behalf of Aspirus in support of this item and the increase in patients Aspirus is encountering who could be helped with this resource. Chief Barnes said that the WPD wants the best services available for the community and believes that this will fill a gap in service and is supportive of adding this resource for the community.

Motion by Gisselman to approve the creation and hiring of a Community Care Paramedic for the Fire Department. Second by Killian. All ayes. Motion passed 5-0.

McElhaney said the last two items will be taken off the agenda due to not being ready for discussion and expects both items to be back on a future agenda.

Adjournment.

Motion by Herbst to adjourn. Second by Killian. Meeting was adjourned.

Rebecca McElhaney
Human Resources Committee, Chair

Video available: <https://www.youtube.com/watch?v=dfPdKc80wZI>