

APPROVED

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

DATE/TIME: April 10, 2023, at 4:45 p.m.  
LOCATION: City Hall (407 Grant Street) – Council Chambers  
MEMBERS PRESENT: Becky McElhaney, Gary Gisselman, Dawn Herbst, Tom Killian, Michael Martens  
MEMBERS ABSENT:  
Also Present: Mayor Rosenberg, J. Henderson

**Approval of March 13, 2023 Minutes.**

Motion by Herbst to approve the March 13, 2023 Human Resources Committee Meeting minutes. Second by Killian. No questions or discussion. All ayes. Motion passes 5-0.

**Human Resources Report for March.**

No questions were brought forward by the Committee.

**Discussion of Amalgamated Transit Union Grievance, per Step 3 Grievance Procedure of the Collective Bargaining Agreement.**

Troy Hanson, president of the Local 1168 Amalgamated Transit Union, AFL-CIO handed out a packet of relevant information to the committee members and introduced Scott Burton, grievant, Adrian Rinehart-Balfe, vice president of Local 1168, and Janice Borchardt, IVP, to the committee. Hanson said that the issue in dispute is how the progression scale works. Prior to the current contract, rates for Bus Operator II employees were based on their promotion date to Bus Operator II, not their hire date. The new contract offers the same rate of pay for Bus Operator I and Bus Operator II employees, and employees were moved to steps based on their hire date. Hanson said that the interpretation from HR of the progression from step B to step C is that it takes 12 months, and the unions interpretation is that it takes 6 months. Hanson claimed that Henderson's interpretation of the wage progression is incorrect, and it would take an employee 7 ½ years to reach step E instead of 4 years.

Killian asked if their decision is to determine which interpretation of the progression of the steps is correct; Hanson said yes.

Gisselman asked what the request is from the union. Hanson said the union's request is for Burton to be paid at step C effective 12/2/2022 and proceed accordingly. Hanson claimed that if the committee did not agree with them that it would affect other employee's wage rates.

**CLOSED SESSION pursuant to 19.85(1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, for the purpose of considering ATU Local 1168 union grievance regarding an employee compensation issue.**

Motion by Martens to move into Closed Session. Second by Herbst. McElhaney did roll call of committee members present: Gisselman, Herbst, Killian, Martens, and McElhaney. Committee entered into Closed Session.

**Reconvene into Open Session.**

Committee reconvened into Open Session with all members present.

**Discussion and Possible Action on Closed Session item #4, considering ATU Local 1168 Union Grievance Regarding an Employee Compensation Issue.**

McElhaney explained that if a member voted yes, they were voting for the grievance, and if they voted no, they were voting against the grievance.

Motion by Killian to approve the grievance. Second by Martens. Motion failed 1-4 (Gisselman, Herbst, Martens, and McElhaney were the dissenting votes).

**Adjournment.**

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

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Rebecca McElhaney  
Human Resources Committee, Chair