

APPROVED

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

DATE/TIME: August 14, 2023, at 4:45 p.m.
LOCATION: City Hall (407 Grant Street) – Council Chambers
MEMBERS PRESENT: Becky McElhaney, Gary Gisselman, Dawn Herbst, Michael Martens
MEMBERS ABSENT: Tom Killian
Also Present: J. Henderson

Approval of June 12, 2023 Minutes.

Motion by Herbst to approve the June 12, 2023 Human Resources Committee Meeting minutes.
Second by Martens. No questions or discussion. All ayes. Motion passes 4-0.

Human Resources Report for July.

No questions were brought forward by the Committee.

Discussion and Possible Action Approving Police Department Supervisor Compression Adjustment and Permanent Correction.

Henderson provided an overview of the compression issue with Police Department represented staff and non-represented supervisory staff. Chief Bliven spoke to the committee about the ongoing issue and his solution of creating a separate pay scale for Lieutenant, Captain, Deputy Chief, and Chief positions, which was provided in the memo included in the meeting packet.

Gisselman questioned if compression is also an issue with Fire, Transit, and other city departments and felt it would be better to look at all the information together to find a fair and uniform solution, and how the possible adjustment by Gallagher to the wage scales falls into this. Henderson said Fire also has issues and in Transit compression is not as pronounced, and he felt it would be better to bring the items to the committee one at a time; however, if the committee feels they should be addressed at the same time he would be in agreement with that, but that Police and Fire are critical to deal with, whereas Transit does not have compression issues now. Henderson said that these changes would not go into effect until 2024. Henderson said that the results of the wage study should be available within the next week or two.

Gisselman asked Bliven to further explain the adjustments brought forward. Bliven said that he created a different pay scale than what is used for general City employees where there is a beginning 5% spread between supervisory levels and a 1.5% increase in the scales (which is in line with the percent of increase for steps over midpoint with the current pay matrix). Henderson agreed with creating a separate scale for Police and Fire since their supervisor jobs are hard to compare with other supervisor positions within the organization. Bliven said his scales start at 60 cents higher than the current step and is \$3.00 per hour more than the current maximum steps for the lieutenant position, and the scales are about \$6000-\$10,000 more than the current scales for the positions.

Gisselman asked if compression is occurring in other departments such as Public Works due to overtime. Henderson explained that overtime is not used when determining compression. McElhaney asked how the committee would like to proceed. Gisselman expressed concern over creating a policy without further information regarding how it may affect the organization. Henderson said that this would need to be reviewed regularly to make sure that compression doesn't exist with future contracts, as supervisor increases would be dependent upon union increases. Martens said his understanding of the policy would be to implement the new pay scales and have them slide up as needed when union rates increase to maintain a 5% spread. Bliven said this was correct. Martens agreed that other departments should also be looked at to make sure any compression issues are addressed and the policy of a 5% spread is applied.

Motion by Martens to approve the police department supervisor compression adjustment and permanent correction. Second by Herbst.

McElhaney said she heard concerns about compression with other departments but no recommendation to go back and address it. She asked if the policy of a 5% spread to eliminate compression is for all employees and supervisors or if it only pertains to departments with unions, and would like this to be addressed. Martens said he thinks they need to start somewhere, and approving this for the Police Department would be a good case study and a good place to start the policy, and then analyze the other departments to determine if 5% is the magic number and if anything needs to be done. Gisselman said that once the policy of a 5% spread is set for the Police Department, it should be the standard for all departments for fairness. Gisselman raised concern over compatibility of the policy for the rest of the City employees. Henderson said that the issue of compression with police and fire is due to the market and the rates for union staff increasing faster with the union contracts than that of their supervisors who are under the general employee compensation plan, whereas other departments have staff on the same compensation plan and the spread remains sufficient. McElhaney expressed concern over other departments not keeping up even though there might not be compression. Henderson said that is a different conversation and deals with how other jobs are classified, but it has no bearing on unions because they are not included in the non-represented classification system. McElhaney said the employees being discussed are non-union so it does apply, and that this change would raise salaries for unrepresented employees (in the Police Department) differently than other non-represented employees.

Gisselman asked for the status of the Gallagher wage study that was passed last year and supposed to be done in 2023. Henderson said the final version of the study should be available within 2-3 weeks. Gisselman asked how the study may impact the item being discussed. Henderson said that Gallagher is recommending a 3% increase to the general employee pay bands. McElhaney asked if the 3% would be added on to the proposed scales Bliven provided. Henderson said no, the 3% increase would not be added on to the proposed Police Department scales. Gisselman asked if this item would go to Council and Finance; McElhaney said yes.

More questions were raised about what amount of increase would occur for Police employees on the new scale if the general employee scales are raised. Bliven said his only concern is keeping a 5% spread between detectives, lieutenants, etc., and adjusting the rates when the union receives an increase if needed. Bliven said it would ultimately be up to the committee if they want to include the positions in any other increases. Henderson said that he envisions maintaining a 5% spread and reviewing the rates annually. McElhaney asked what would happen to the 5% spread if a 3% increase

for general employees is passed. Henderson said that the 3% needs to be passed first and isn't sure how it would be implemented so he could not answer. Martens said he felt that the 3% increase and this issue are two separate items and the task at hand is to fix compression with the proposed remedy to maintain a 5% spread; the 3% is not certain and shouldn't be taken into account for this discussion. McElhaney said she would like to have answers as to what will happen if the other salary scales increase, how often will the new scale be looked at and adjusted, and believes that Finance would want to have answers to these questions as well so that expectations are known before going forward. McElhaney said she is also worried about other employees being treated fairly. Gisselman said he is willing to support this item but would like to see the Fire Department discussed next month so that everything is ready for the 2024 budget.

McElhaney said she would like to add an amendment that this is looked at every year for compression. Second by Gisselman. All ayes. Motion passed 5-0.

Closed Session pursuant to 19/85 (1)(f) Considering financial, medical, social or personal histories of specific persons which, if discussed in public, would likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data for the purpose of considering leave of absence requests exceeding 30 days for one employee.

Motion by Martens to go into Closed Session. Second by Herbst. Roll call was taken to include Gisselman, Herbst, Martens, and McElhaney. The Human Resources Committee went into Closed Session.

Reconvene into Open Session

The Human Resources Committee reconvened in Open Session.

Discussion and Possible Action on Closed Session Item #4 Approving Leave of Absence Request.

Motion by Martens to approve the leave of absence request. Second by Herbst. All ayes. Motion passed 4-0.

Adjournment.

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

Rebecca McElhaney
Human Resources Committee, Chair

Video available: <https://www.youtube.com/watch?v=B5Cdmv8249Q>