

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING**

**FRANKLIN CITY HALL, HEARING ROOM
9229 W. Loomis Rd., Franklin, Wisconsin
6:00 p.m., Monday, April 21, 2008**

MINUTES

- I. The April 21, 2008 Personnel Committee Meeting was called to order at 6:00 p.m. by Chair Brunner in the Hearing Room at City Hall.

Members present were Brunner, Wikel, Barber, Alderman Sohns and Aldermen Olson. Members Nichols and Green were excused. Member Gumina has resigned from the Committee. Also in attendance were Director of Administration Lubberda, Human Resource Coordinator Zahn, Fire Chief Martins, and Fire Inspector Martin.

- II. Citizen comment period

There were no citizen comments.

- III. Approval of minutes from meeting of February 18, 2008.

Motion by Member Wikel and seconded by Member Barber to approve the February 18, 2008 minutes. Motion carried: Ayes-All.

- IV. Processing of Grievance. The Personnel Committee may enter closed session pursuant to §19.85 (1)(c) and (e) Stats to hear, discuss, and decide a grievance between the City of Franklin and AFSCME Local No. 2, and to reenter open session at the same place thereafter to act on such matters discussed therein as it deems appropriate.

Motion by Alderman Olson and seconded by Alderman Sohns to go into closed session. John English, AFSCME representative, asked to explain why the Union requested the grievance hearing in closed session. Alderman Olson withdrew his motion to go into closed session.

Motion by Alderman Sohns and seconded by Alderman Olson to suspend the rules to allow John English to speak. Motion Carried: Ayes – All.

Mr. English explained that since a grievance is a form of collective bargaining that the open meetings law does not apply and the grievance should be held in closed session. Director of Administration Lubberda commented that although we are not required to follow the open meetings law for grievances, past practice has been that grievances have been conducted in open session unless there was a particular reason, such as personal employee information being presented, that has caused us to go into closed session. Because it has been past practice, it would take the agreement of the two parties to conduct the grievance in closed session.

Motion by Alderman Sohns and seconded by Member Barber to go into closed session at 6:10 p.m. and to allow the Grievant, the AFSCME representative and 2 members of the Union Bargaining Committee to remain. Motion Carried: Ayes – All.

Motion by Alderman Olson and seconded by Alderman Sohns to return to open session at 6:40 p.m. Motion Carried: Ayes – All.

Motion by Member Wikel and seconded by Member Barber to deny the AFSCME position on this grievance. Motion Carried: Ayes – All.

V. Report from Director of Administration - Update on Defined Contribution Pension Fund Investment Options and Pension Funds Administration

Director of Administration Luberda informed the Committee that as the Plan Administrator of the Defined Contribution Pension Plan (covering Non-represented Employees, Inspection Employees, Teamsters, and Dispatchers) he would be changing some of the funds available to employees to invest in. No action was required or taken.

VI. Open Positions Report

Human Resource Coordinator Zahn explained that 1 Police Patrol Officer had been offered to a candidate and we were currently awaiting results of the psychological exam. We will have another opening due to a retirement 6/3/08. We have no additional candidates on the old selection list and will need to wait for the new selection list before hiring. There was discussion that Mayor Taylor had instituted a hiring freeze and we would have to see if this position will be approved for hiring.

The Library also has two positions open due to retirements. It appears they will fill these positions on a part-time basis without benefits (1 position previously had more hours with benefits).

No Action Taken.

VII. Labor Contract Negotiations and Collective Bargaining Strategies, Guidelines, and Updates. The Personnel Committee may enter closed session pursuant to §19.85 (1)(c) and (e), Stats, to consider negotiation and collective bargaining strategies and guidelines for agreements between the City of Franklin and Franklin Police Officers Association for competitive and bargaining reasons, and may reenter open session at the same place thereafter to act on such matters discussed therein as it deems appropriate.

Motion by Alderman Sohns and seconded by Member Wikel to go into closed session at 6:57 p.m. Motion Carried: Ayes – All.

Motion by Alderman Olson and seconded by Alderman Sohns to return to open session at 7:43 p.m. Motion Carried: Ayes – All.

No Action Taken.

VIII. Adjournment

Motion by Alderman Sohns and seconded by Member Wikel to adjourn the Personnel Committee meeting at 7:42 p.m. Motion carried: Ayes-All.