

**CITY OF FRANKLIN  
PERSONNEL COMMITTEE MEETING  
FRANKLIN CITY HALL, HEARING ROOM  
9229 W. Loomis Rd., Franklin, Wisconsin  
6:00 p.m., Monday, December 18, 2006**

**MINUTES**

- I. The December 18th, 2006 Personnel Committee Meeting was called to order at 6:05 p.m. by Chair Brunner in the Hearing Room at City Hall.

Members present were Brunner, Wikel, Gumina, Alderman Sohns, Alderman Hammelman and Member Gumina was excused. Alderman Olson was excused. Member Barber arrived late at 6:55 p.m. and Member Green was absent. Also in attendance were Director of Administration Luberda and Human Resource Coordinator Zahn. Assistant Fire Chief Bertram, Police Chief Oliva, Inspector Hahn, Captain Martens, Captain Groen, and Captain Noel were in attendance until 6:30 p.m.

- II. Citizen comment period

There were no citizens present.

- III. Approval of minutes from meeting of November 20, 2006.

Motion by Alderman Sohns and seconded by Member Wikel to approve the November 20, 2006 minutes. Motion carried: Ayes-All with Alderman Hammelman and Member Gumina abstaining as they had not been at the meeting.

- IV. Captains of Police 2006 Salaries

Discussion was held regarding the fact that the Captains of Police did not receive any merit increase in 2006 due to the fact that the salary grades had not been changed in 2006. The Police Chief believes they should receive the same pay increase that all other employees received in 2006. It was discussed that a full comparable study will be performed during the 1<sup>st</sup> part of 2007.

Motion by Member Gumina and seconded by Member Wikel to accept the 1/1/2007 pay grades for Captains of Police, and any position similarly treated, retroactive back to 1/1/2006. Motion carried. Ayes – All.

- V. 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, guidelines for agreements, and a current tentative agreement between the City of Franklin and Franklin Police and Fire Department Clerical; Local No. 2, AFSCME District Council 48, Public Works/Sewer and Water Employees; 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 Member Wikel and seconded by Member Gumina to go into closed session at 6:30 p.m. Motion carried. Ayes – All.

Motion by Alderman Sohns and seconded by Alderman Hammelman to go into open session at 7:05 p.m. Motion carried. Ayes – All.

Motion by Member Wikel and seconded by Member Gumina to recommend to the Common Council approval of the Dispatcher contract. Motion carried. Ayes – All.

- VI. Preparation and strategy for Grievance Arbitration with Franklin Professional Firefighters Association Local 2760. The Personnel Committee may enter closed session pursuant to §19.85 (1)(c) and (f) Stats to prepare for and discuss strategies for a grievance arbitration hearing related to the denial of employment benefits and may take action therein or may reenter open session at the same place thereafter to act on such matters discussed therein as it deems appropriate.

Motion by Member Wikel and seconded by Member Gumina to go into closed session at 7:10 p.m. Motion carried. Ayes – All.

Motion by Alderman Sohns and seconded by Member Wikel to return to open session at 7:25 p.m. Motion carried. Ayes – All.

No action necessary but there was a consensus among the group to agree with Director of Administration Luberda's recommendations on how to proceed with this hearing.

- VII. Open Positions Report

Update was provided by Human Resource Coordinator Zahn that there were no internal applicants for the Planning Secretary position and the position would be filled by an external applicant.

No Action Needed.

- VIII. Report/Presentation from Director of Administration on:

1. Update on Stop-Loss Renewal Policy

Director of Administration Luberda informed the Committee that the Hartford had backed out of our original quote before it could be approved. He informed the group on the new rates that were agreed upon for 2007. No action was necessary.

2. Report on Departmental Activities

This item was not discussed.

- IX. Prioritization of Items for Future Meeting Agendas.

The Committee was given a list of items that Administration, Human Resources and the Committee needed to work on. Director of Administration Luberda explained that we wanted the Personnel Committee's opinion on the prioritization of these items but that we would also

have to look at our workload from other committees, negotiations, etc. and see what items we would have time to complete. It was agreed that the top 3 items should be our top priority and that items number 4, 5, and 7 could be worked on concurrently.

- X. Next Meeting Date – Monday, January 15, 2007 at 6:00 p.m.
- XI. Adjournment

Motion by Alderman Hammelman and seconded by Alderman Sohns to adjourn the Personnel Committee meeting at 7:40 p.m. Motion carried: Ayes-All.