

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING**

FRANKLIN CITY HALL, HEARING ROOM
9229 W. Loomis Rd., Franklin, Wisconsin
6:00 p.m., Monday, October 20th, 2008

MINUTES

- I. The October 20th, 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, Green, Barber, Alderman Sohns, Alderman Solomon and Aldermen Olson. Member Nichols was excused. Also in attendance were Director of Administration Luberd and Human Resource Coordinator Zahn.

- II. Citizen comment period

There were no Citizen Comments.

- III. Approval of minutes from meeting of July 21st, 2008.

Motion by Member Green and seconded by Member Barber to approve the July 21st, 2008 minutes. Motion carried: Ayes-All.

- IV. Clarification of Military Leave Benefits

It was explained that this item was brought back to the Personnel Committee by request of the Common Council to clarify whether the 1 year pay differential and insurance benefit was renewable for employees called to active duty more than 1 time. There was lengthy discussion as to whether employees should be given insurance continuation if they are receiving comparable insurance benefits through the military TRICARE program. It was also discussed that employees should not lose money by serving their Country, nor should they be paid in excess while they are gone.

Motion by Member Wikel and seconded by Alderman Solomon to recommend that the Common Council modify the City position on medical/dental insurance benefits and pay differential for employees involuntarily called up to active military duty to reflect the following: City only continues medical/dental insurance until the end of the following month after the employee goes on active duty. The City will consider reimbursement to the family for additional out of pocket expenses incurred under the TRICARE program which wouldn't have incurred under the City's Plan. Further the City will pay a wage differential. In calculation of military wages they also include all wages to include the housing allowance unless the employee can show they have to use the housing allowance to obtain additional housing at their own expense. Upon discussion it was agreed that the intent would be to provide the above benefits for as long as the employee is activated and for as many times as the employee is activated. It would not be limited to 1 year as the prior policy had been. Motion Carried: Ayes – All.

Motion by Alderman Sohns and seconded by Alderman Solomon to suspend the normal meeting rules to allow the two guests to comment if they wanted to. Motion Carried – Ayes – All.

Officer Mazza commented that originally the policy was set up to be Franklin base pay vs. military base pay so that they didn't need to deal with other issues such as overtime pay, clothing allowance, holiday pay, etc. He explained that he had received the benefits for one year but he hadn't received them the 2nd year or for his next activation. Firefighter Manke was also present but did not address the Committee.

Motion by Alderman Sohns and seconded by Alderman Solomon to return to normal order of business. Motion Carried: Ayes – All.

V. Consideration of 2009 Insurance Rates for Medical, Dental, Life and LTD renewals.

Tom Jocz, Diversified Insurance Services, presented information as to quotes he has received for the renewal of the City's insurance plans. It was explained that he was still working on finalizing rates and hoped to have info to present to the Common Council on November 3rd.

No Action Taken

VI. Update on a Duty Disability Claim for a former City of Franklin Employee

Director of Administration Luberda updated the Committee that we had had one ½ day of hearing and that we'll need several additional days. We had a half day scheduled for November but a ½ day won't be enough time for the opposing side to present their witnesses so it is being rescheduled.

No Action Taken.

VII. Update on a Grievance Settlement

Director of Administration Luberda explained that we had settled a grievance regarding severance pay prior to going to hearing. Although one employee will end up receiving a small settlement which he is not technically entitled to, it was cheaper than the legal fees the City would have to pay. The settlement pays all future claims in the manner the City interprets the language. A settlement agreement has been sent to the Unions attorney's and we are still awaiting signatures.

No Action Taken.

VIII. Open Positions Report

Human Resource Coordinator Zahn went through the positions that are open and the positions that have been recently filled.

No Action Taken.

IX. Notification Regarding Resignations

Director of Administration Luberda had passed out a memo which informs members that he will notify the Mayor and Aldermen within 48 hours of the finalization of separation of a City employee. This was agreeable to the Committee. No Action Taken.

X. Donation of Vacation Policy

Human Resource Coordinator Zahn explained that the original 2001 Resolution and the 2003 updated Resolution both stated that this policy had to be reapproved by the Common Council each year to continue. It was asked for a recommendation to re-approve this policy and whether it needed to be approved on a yearly basis.

Motion by Alderman Sohns and seconded by Alderman Solomon to take to Council with a recommendation for reinstatement and that it be permanent until an Ordinance is passed rescinding the policy. Motion Carried: Ayes – All.

It was also explained that the policy is written that employees can donate vacation days to an employee that is off work ill or injured. It was asked whether an employee can donate vacation days if an employee's family member is seriously ill or injured (thus causing the employee to be off work). After lengthy discussion, this issue died due to lack of a motion.

XI. 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 discuss a grievance arbitration claim and to consider negotiation and collective bargaining strategies and guidelines for agreements between the City of Franklin and Franklin Police Officers Association and the City of Franklin and Local No. 2, AFSCME District Council 48, Inspection Employees, and Public Works/Sewer and Water Employees 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 Alderman Solomon to go into closed session at 8:12 p.m. Motion Carried: Ayes – All.

Motion by Alderman Sohns and seconded by Alderman Olson to return to open session at 8:43 p.m. Motion Carried: Ayes – All.

No Action Taken.

XII. Next Meeting Date – November 17, 2008

XIII. Adjournment

Motion by Member Green and seconded by Alderman Olson to adjourn the Personnel Committee meeting at 8:44 p.m. Motion carried: Ayes-All.