

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL INSPECTION CONFERENCE ROOM
9229 W. Loomis Road, Franklin, Wisconsin
6:00 p.m., March 30, 2015**

MINUTES

I. The March 30, 2015 Personnel Committee Meeting was called to order at 6:00 p.m. by Chair Brunner in the Inspection Conference Room at City Hall. Members present were Brunner, Wikel, Barber, Sakwinski (left at 6:23 p.m.), Wandtke, Alderman Schmidt, Alderman Dandrea (arrived at 6:17 p.m.), and Alderman Mayer. Member Sheehan was absent. Also in attendance were Director of Administration Luberda and Human Resources Coordinator Zahn.

II. Citizen comment period

There were no citizen comments.

III. Approval of Minutes of 2/16/2015.

Motion by Member Barber and seconded by Alderman Schmidt to approve the minutes from 2/16/2015 as written. Motion Carried: Ayes – All.

IV. Discussion regarding Pay Philosophy and Pay Plan Structure (regarding the presentation made at the Common Council's Committee of the Whole meeting of March 2, 2015 by the Classification and Compensation Study consultant) and Recommendation to the Common Council.

Motion by Member Wikel and seconded by Alderman Mayer that the Personnel Committee recommends that the Common Council directs the consultant to establish an initial starting pay philosophy at the 70th percentile, consistent with the recommendation of the Department Heads, but that calculations for the 60th and 55th percentile also be provided for a matter of context and consideration, that the consultant be directed to recommend policy or implementation strategies to ensure flexibility in initial hiring wages, and that consideration for an initial salary adjustment should be given to long-term employees who are placed near the bottom of a newly established range.. Motion Carried: Ayes – All.

Motion by Alderman Schmidt and seconded by Member Wikel that the Personnel Committee recommends that the Common Council direct the Director of Administration to work with the consultant to devise a plan for initial implementation of an incremental-based system with a planned transition to a merit-based system for FLSA-exempt employees and a hybrid system for FLSA non-exempt Employees. Motion Carried: Ayes (5), Noes (1, Dandrea).

V. Wisconsin's Right to Work Legislation

Director of Administration Luberda gave an update that the newly passed Right to Work Legislation will apply to Police and Fire Union employees once their current contracts expire. Employees can elect to stop paying dues if they so desire.

VI. Appointment of a new member to the Civil Service Sub-Committee

This item was tabled until the next meeting to see if Member Sakwinski is interested in being on the committee.

VII. Staffing Report

No Action Needed.

VIII. Next Meeting Date

The next regularly scheduled meeting would be 4/20/2015.

IX. Adjournment

Motion by Member Wikel and seconded by Alderman Schmidt to adjourn the Personnel Committee meeting at 7:44 p.m. Motion carried: Ayes-All.