



Human Resources Committee Meeting Minutes October 10, 2023

Human Resources Committee

Jay Bemke, Chairperson
Jake Cattanach, Vice Chairperson
Patrick Delaney

The Human Resources Committee held a meeting on Tuesday, October 10, 2023 at 1:30 p.m. in the First Floor Conference Room at City Hall, 444 W. Grand Ave. All Committee members were present. Also present were City Attorney Sue Schill, Finance Director Tim Desorcy, Alderperson Polach, and HR Manager Hartman.

Agenda

1. Call to order

Chairperson Bemke called the meeting to order at 1:30 p.m.

2. Discuss and consider for approval proposed changes to the Pay Provisions Policy. Attachments forthcoming.

Motion by Cattanach, seconded by Delaney to approve the proposed changes to the Pay Provisions Policy. Motion carried 3-0.

3. Discuss and consider for approval a new wage schedule, to be effective January 1, 2024, contingent upon budget approval. Attachments forthcoming.

Motion by Cattanach, seconded by Bemke to approve the new wage schedule as presented, including the grading of positions and movement through the schedule based upon the time periods listed and as provided for in the Pay Provisions Policy, with the schedule to be effective January 1, 2024; all contingent upon budget approval. Present employees will be placed on the schedule pursuant to "option 1", with the employee being placed at the step closest to their current salary that doesn't provide for less than their current pay. Any general wage increase for 2024 will be reflected in the schedule. Motion carried 2-1. See attached wage schedule.

4. Discuss and consider for approval the setting of the salary for the elected position of Mayor for the 2024-2026 term.

Motion by Delaney, seconded by Bemke to keep the salary for the elected position of Mayor for the 2024-2026 term as is, with a general wage increase as approved by City policy. Motion carried 3-0.

5. Discuss and consider for approval a general wage increase for non-represented employees of the City to be effective January 1, 2024.

Motion by Delaney, seconded by Cattanach to approve a 3% general wage increase for non-represented employees of the City, to be effective January 1, 2024. Motion carried 3-0.

6. Adjournment

Motion by Delaney, seconded by Cattanach to adjourn. Motion carried 3-0. The meeting adjourned at 2:27 p.m.