

## PERSONNEL COMMITTEE MEETING MINUTES

Tuesday, June 20, 2017 4:05pm

Mayor's Office

**Present:** Alders: Thomas Majewski (Chair), Kathleen Johnson (Vice-Chair), Matt Bartlett, Mayor Donna Olson (ex-officio member), and Director Gillingham

**Not in Attendance:** Sid Boersma

1. **CALL TO ORDER:** Majewski called the meeting to order at 4:05pm

2. **Confirm and recommendation for approval to Stoughton City Council the 2018 City of Stoughton Police Union Contract**

Director Gillingham stated that an agreement had been reached with the Police Union for the 2018 contract. She further stated there were only a four amendments made to the contract.

- ❖ In ARTICLE VII – HOLIDAYS: They requested the day after Thanksgiving be added to the list of holidays for the Police Union employees. Because this is already a holiday for the rest of the City employees we thought this was a fair request and agreed to it.
- ❖ In ARTICLE XVI – RESIDENCY: They also requested that residency be extended from a 20 mile radius to a 45 mile radius of the police department by the closest route. Director Gillingham stated that there is at least one police officer who would not be staying with the department if this clause was not changed. It is difficult enough to recruit and retain employees. To limit the residency to within 20 miles limits the choice of employees.
- ❖ In ARTICLE XVII – DURATION: The contract will be in effect from January 1, 2018 to December 31, 2018 and will remain in effect year after year, unless negotiations are initiated by either party prior to any first of July thereafter. This only makes sense as our Health Insurance runs from January 1-December 31.
- ❖ In APPENDIX "A" – WAGE RATES: It was agreed they would receive a 2.25% increase in pay rate across the board on January 1, 2018. Attorney Zach recommended we accept this considering we have seen nothing below 2% and indeed some as high as 4%. We need to stay competitive.

Majewski asked what the fiscal impact would be. Director Gillingham told Majewski that she could get that for him but stated the cost should not affect the budget and 2.25% is right around the cost of living increase for City employees. She stated the police received a 2.6% raise in 2016 and it didn't seem to make any impact with the budget. Mayor Olson stated that 2.25% was amicable for the City as well as the Police Union.

Director Gillingham stated the MOU (Memorandum of Understanding) regarding RESIDENCY would go into effect immediately in order to retain the police officers we already have. She also stated that she and Mayor Olson will be meeting with Attorney Zach in order to discuss a MOU from 2016-17 regarding part-time police officers because we are not following 400 hours and what services are being provided from those police. She stated she'd done some research and found that of 389 hours worked only one ticket had been issued. She found that those part-time police were doing more administrative duties and delivering cars, etc. She stated that they should not be being paid \$25-\$28 an hour for those types of service. Bartlett asked if this would affect all of the departments (such as Utilities) across the board. Director Gillingham replied it would not. Mayor Olson stated the budget won't support a 3% increase and that it's fair if all employees' cost of living increase is as close in amount as possible. Director Gillingham stated the Springsted compensation plan did not include Union employees. To stay competitive in the police union we look at other Cities as to what they are giving. She also stated that Attorney Zach was pleased with the negotiations went and thought 2.25% was fair and equitable. Anything less than 2.25% would make it difficult to recruit and retain. Johnson asked why the full-time and part-time police are treated differently. Director Gillingham told her that part-time police are not in the union.

***Motion to approve Bartlett, Second Majewski, Approved 4-0***

***3. Motion to adjourn Bartlett, Second Majewski, All in Favor 4-0. Meeting adjourned 4:25pm.***