

It is expected that a Quorum of the Personnel Committee, Board of Public Works, and Common Council will be attending this meeting: (although it is not expected that any official action of any of those bodies will be taken)

**CITY OF MENASHA  
PERSONNEL COMMITTEE  
Third Floor Council Chambers  
140 Main Street, Menasha  
Monday, December 1, 2008  
5:15 PM**

**AGENDA**

- A. CALL TO ORDER
- B. ROLL CALL/EXCUSED ABSENCES
- C. MINUTES TO APPROVE
  - 1. [Personnel Committee, 11/3/08](#)
- D. ACTION ITEMS
  - 1. [Consideration of Health Insurance for non-represented and library employees and Supervisory Lieutenants](#)
  - 2. [Consideration of salary increases for non-represented employees for 2009](#)
  - 3. [Consideration of salary increases for Supervisory Lieutenants for 2009](#)
- E. ADJOURNMENT

"Menasha is committed to its diverse population. Our Non-English speaking population and those with disabilities are invited to contact the Menasha City Clerk at 967-3603 24-hours in advance of the meeting for the City to arrange special accommodations."

CITY OF MENASHA  
PERSONNEL COMMITTEE  
Third Floor Council Chambers  
140 Main Street, Menasha  
November 3, 2008  
MINUTES

A. CALL TO ORDER

Meeting called to order by Chairman Hendricks at 6:41 p.m.

B. ROLL CALL/EXCUSED ABSENCES

PRESENT: Ald. Taylor, Wisneski, Pack, Hendricks, Zelinski, Michalkiewicz, Benner,  
Mayor Merkes

ALSO PRESENT: CA/HRD Brandt, PC Stanke, CDD Keil, C/T Stoffel, Clerk Galeazzi,  
and the Press

C. MINUTES TO APPROVE

1. [Personnel Committee, 9/2/08](#)

Moved by Ald. Pack, seconded by Ald. Michalkiewicz to approve  
Motion carried on voice vote

D. ACTION ITEMS

1. [Consideration of Step-6 pay for K-9 Officer](#)

CA/HRD Brandt explained the new added duties and responsibilities of the K-9 Officer. The Officer is requesting a Step-6 level status for taking on the added responsibilities. The Police Dept. Local 603 Union has no objection.

PC Stanke explained the Officer's current level is a Step-5. He will only be at a Step-6 as long as he is the K-9 Officer. He is the only officer to handle the dog.

Moved by Mayor Merkes, seconded by Ald. Pack to recommend to the Common Council to place the K-9 Officer at Step-6 pay.  
Motion carried on voice vote

2. Update on Health Insurance Mediation

CA/HRD Brandt updated the Committee on the different health insurance proposals offered to the Unions. The Unions have presented their proposal. Mediation is currently unsuccessful,

3. Update on Union Negotiations

CA/HRD Brandt informed the Committee that he has met with the three Unions, Local 603, 1035 and 1035B. Health insurance is the big issue. He feels once health insurance is resolved the rest of the items in the contract will fall into place. His goal is to have contracts settled by January 1, 2009.

4. ADJOURNMENT

Moved by Ald. Michalkiewicz, seconded by Ald. Benner to adjourn at 7:30 p.m.  
Motion carried on voice vote.

Respectfully submitted by  
Deborah A. Galeazzi, City Clerk



MEMO

TO: Personnel Committee  
FROM: Jeff Brandt JSB  
SUBJECT: Non-rep Insurance Options for 2009  
DATE: November 26, 2009

As you recall from the last Personnel Committee meeting, the City would like to expand and change the health insurance options for 2009 for non-reps and Supervisory Lieutenants to include three different offerings from Network. The products and employee premium share are listed below.

|         |     |                                |
|---------|-----|--------------------------------|
| HMO -1  | 8%  | Currently 6%                   |
| HMO -4  | 3%  | Not currently offered          |
| POS - 2 | 12% | Currently 9% for POS - Classic |

The 2009 monthly rates are:

|         |           | <u>Total</u> | <u>City Share</u> | <u>Employee Share</u> |
|---------|-----------|--------------|-------------------|-----------------------|
| HMO - 1 | Single    | 464.17       | 422.39            | 41.78                 |
|         | Ee/child  | 855.48       | 778.49            | 76.99                 |
|         | Ee/spouse | 974.76       | 887.03            | 87.73                 |
|         | Family    | 1501.61      | 1366.47           | 135.14                |
| HMO - 4 | Single    | 422.88       | 410.19            | 12.69                 |
|         | Ee/child  | 779.38       | 756.00            | 23.38                 |
|         | Ee/spouse | 888.05       | 861.41            | 26.64                 |
|         | Family    | 1368.03      | 1326.99           | 41.04                 |
| POS - 2 | Single    | 494.68       | 435.32            | 59.36                 |
|         | Ee/child  | 911.71       | 802.30            | 109.41                |
|         | Ee/spouse | 1038.84      | 914.18            | 124.66                |
|         | Family    | 1600.30      | 1408.26           | 192.04                |

The appropriate motion is to recommend to the Common Council that the City offer to non-reps, Supervisory Lieutenants and Library Personnel this insurance package. It is my recommendation that the insurance package and the salary adjustments should be considered as a package even though the motions require separate action.

The significant changes from HMO-1 to HMO- 4 are a 250/500 deductible and coinsurance for certain procedures for the HMO-4. Similarly, POS – 2 compared to POS-Classic contains increases in employee participation.

Please contact me for any questions.



MEMO

TO: Personnel Committee

FROM: Jeff Brandt > SB

SUBJECT: 2008 Salary Increases

DATE: November 15, 2007

The budget includes pay increases for non-represented employees and Supervisory Lieutenants at 3% for 2009. It is recommended that the Personnel Committee recommend to the Common Council to approve such an adjustment for non-represented employees and for Supervisory Lieutenants.

I have attached a spreadsheet showing a comparison between approved increases for Union employees compared with non-represented employees from 2001 - 2008. As you can see, the overall lift increased for unionized employees at 28% and actual wage increase were 23.75%. The corresponding increase for non-reps was 25% and 20% respectively.

Often, it is argued that increases in the public sector are significantly higher than those in the private sector. Since public employees have their increases published and private sector employers do not, such a comparison is difficult. Fringe benefit packages are equally diverse. Lastly, the binding arbitration law in the state of Wisconsin drives public sector wages. The appropriate comparison is between unionized and non-unionized public sector employees.

As you can see from the memo regarding health insurance, the 3% recommendation is appropriate as the non-reps will have an insurance option that will save the City significant costs in the short and long term. The last offer the City has made to all Unions for a wage increase for 2009 is 3%.

The appropriate motions are to recommend to the Council an increase for non-reps at 3% for 2009 and a corresponding motion to recommend to the Council a 3% increase for Supervisory Lieutenants. Please contact me for any questions.

**Wage Comparison – Unions v. Non-reps**

| <u>Unions</u> |             |             |               |             | <u>Non-reps</u> |             |             |               |             |
|---------------|-------------|-------------|---------------|-------------|-----------------|-------------|-------------|---------------|-------------|
| <u>Year</u>   | <u>Rate</u> | <u>Date</u> | <u>Effect</u> | <u>Lift</u> | <u>Year</u>     | <u>Rate</u> | <u>Date</u> | <u>Effect</u> | <u>Lift</u> |
| 2001          | 2/2         | 1/1-7/1     | 3%            | 4%          | 2001            | 3           | 1/1         | 3%            | 3%          |
| 2002          | 2/2         | 1/1-7/1     | 3%            | 4%          | 2002            | 3           | 1/1         | 3%            | 3%          |
| 2003          | 2/2         | 1/1-7/1     | 3%            | 4%          | 2003            | 3           | 1/1         | 3%            | 3%          |
| 2004          | 3           | 1/1         | 3%            | 3%          | 2004            | 1.5/1.5     | 1/1-9/1     | 2%            | 3%          |
| 2005          | 3           | 1/1         | 3%            | 3%          | 2005            | 1.5/1.5     | 1/1-9/1     | 2%            | 3%          |
| 2006          | 3           | 1/1         | 3%            | 3%          | 2006            | 3           | 1/1         | 3%            | 3%          |
| 2007          | 2/1         | 1/1-7/1     | 2.5%          | 3%          | 2007            | 1.5/1.5     | 1/1-9/1     | 2%            | 3%          |
| 2008          | 2.5/1.5     | 1/1-7/1     | 3.25%         | 4%          | 2008            | 2/2         | 4/1-10/1    | 2%            | 4%          |
| Total         |             |             | 23.75         | 28          |                 |             |             | 20            | 25          |