

1 **Personnel Committee Meeting**
2 **City of Tomahawk, City Council Chambers**
3 **23 N 2nd St, Tomahawk, WI 54487**
4 **December 8, 2022 at 5:00 p.m.**
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6

7 **Call to Order:** The meeting was called to order at 5:01 p.m. by Mayor Steven E. Taskay.
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9 **Members Present:** Present were Mayor Steven E. Taskay, Jeff Kahle and Dale Ernst. Absent was Mickey
10 Loka and Steve "Ding" Bartz.
11

12 Also in attendance was Clerk/Treasurer Amanda L. Bartz, Deputy Clerk/Treasurer Miranda Freeman,
13 Police Chief Al Elvins, Street Leadperson Nick Rosenmeier, Water Leadperson Glenn Hanna, Wastewater
14 Leadperson Bill Jelinek, Park Leadperson Steve Borem. Crewpersons Robert Ernst, Zach Sherman,
15 Mason Webster, Travis Vacho, and Russel Lane, Water Operators Derek Dotter and Charles Pankow,
16 Wastewater Operator Richard Thiemer.
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18 **Public Comments:** There were no public comments.
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20 **Minutes:** ERNST MOVED to approve the minutes from the November 1, 2021 meeting and KAHLE
21 seconded. The VOTE was unanimous.
22

23 **Other Business**

- 24 1. **Vacation Schedule** – "Employees shall be eligible for additional vacation weeks on January 1st of
25 each year following completion of the required years' of service (i.e. third (3rd) week to be taken in
26 the ninth (9th) year of employment after competing eight (8) years of Service)
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28 Clerk BARTZ explained the examples given in the meeting packet. She stated that she used Vacho's
29 hire date as an example with an assumption for a retirement date at 17 years of service. She stated
30 that the example shows how much vacation would be earned under the prior handbook (vacation
31 Accrued on anniversary date), the current handbook (accrual on January 1st after completion of
32 years of service), and with the request to accrue the vacation on January 1st of the year of
33 completion. She stated that the way the handbook is written currently the employee would lose
34 vacation pay but with the proposal it would be in the employee's favor. Clerk BARTZ stated that the
35 Police Department is paid out on January 1st after completion of the years of service and that this
36 may be a point in the next negotiations.
37

38 ERNST MOVED to approve the proposal to change accrual of vacation will be given on January 1st of
39 the year of completion and KAHLE seconded. The VOTE was unanimous.
40

- 41 2. **Salary Ordinance for 2023** – Clerk BARTZ stated that the Police Union had negotiation a 3-year
42 contract and historically, we have used that pay increase for budgeting purposes. She stated that it
43 is the Personnel Committees responsibility to set the next years wages for the non-union
44 employees.
45

46 KAHLE asked what was budgeted for, Clerk BARTZ stated it was 3.25% increase.
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1 Zach Sherman stated that they would like to see an increase to match what the Police Department
2 has received over the years. He stated that 3.25% ends up being an increase of \$0.80 per hour. He
3 stated that he runs some calculations. SHERMAN explained that the takes home approximately 72%
4 of his paycheck and with inflation, everything is going up (groceries, gas, etc.). He stated that they
5 are not gaining, as a Crewman III there is no incentive to stay with the City. He stated that a wage
6 increase of 6% is not a lot in the total budget but would mean the world to the them. He stated that
7 he would also like to look at how the longevity is calculated.

8
9 Travis Vacho stated that the raise does not cover the cost of the increase in the health insurance at
10 6%.

11
12 HANNA stated that we are doing well as a group of employees. He stated that the guys go above
13 and beyond, and they show up every day.

14
15 THIEMER stated that things have changed, and families are growing, and they want to make their
16 lives better. He stated that Musson Brothers is hiring with premium wages for operators. He stated
17 that he went from a leadsperson to an operator and there are now guys with 2-3 years' experience
18 making more than he does. He stated that these meetings need to happen more than once per
19 year, the communications do not always come to all the employees.

20
21 SHERMAN agreed and stated that we should be meeting before the budget is set. He stated that he
22 felt it was done behind their backs and shoved down his throat. ERNST stated that nothing was
23 done behind closed doors. KAHLE stated that none of you were at those budget meetings. We had
24 to use money handed to us from the State to balance the budget this year. He noted that the City
25 has always give the employees a raise and you get the equipment and tools you need.

26
27 Mayor TASKAY asked if the Committee had any recommendations. KAHLE MOVED to approve a
28 wage increase of 3.25% and ERNST seconded. The VOTE was unanimous.

- 29
30 3. Article II Employee Benefits, Section 2 Disability/Life Insurance: "Each Employee shall be eligible to
31 select disability insurance coverage or life insurance coverage upon initial employment with the City
32 of Tomahawk"

33
34 Clerk BARTZ stated that it was brought to her attention when talking with the Aflac representative
35 that one of the employees had mentioned the short-term disability with the City. She stated that it
36 has been a self-managed plan and had concerns with determination of a "disability" and
37 administration of the plan. She stated that there is an option for a life insurance plan and there is
38 not a clear outline of that plan as well.

39
40 Clerk BARTZ requested some guidance and asked permission to look into a supplemented plan for
41 the employees.

42
43 ERNST MOVED to pursue a short-term disability plan and a life insurance plan and to bring it back to
44 the Personnel Committee for review. KAHLE seconded. The VOTE was unanimous.

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46 SHERMAN stated that he would like to see longevity reviewed. He stated that after 20 years of
47 service an employee is given \$400 (\$18 per year). He would like to see it worth their while to stay.
48 ERNST requested it be placed on the next meeting agenda for discussion.

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2 HANNA noted Section 16 Pay Rates in the Employee Handbook “Salaries for regular full-time and
3 regular part-time employees shall be reviewed on an annual basis by the Personnel Committee and
4 any adjustments shall be approved by the Common Council upon recommendation from the
5 Personnel Committee.” He noted that to Sherman’s point, these conversations should be earlier
6 and before the budget is set.

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8 **Next meeting:** The next meeting of the Personnel Committee will be called when the Clerk has policies
9 to review.

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11 **Adjournment:** KAHLE MOVED to adjourn the meeting and ERNST seconded. The VOTE was unanimous.
12 The Personnel Committee adjourned at 5:23 p.m.

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14 Approved: September 7, 2023

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Clerk-Treasurer Amanda L. Bartz, CMC, WCMC