

**CITY OF WAUSAU HUMAN RESOURCES COMMITTEE
MINUTES OF OPEN SESSION**

DATE/TIME: August 27, 2025, at 5:15 p.m.
LOCATION: City Hall (407 Grant Street) – Council Chambers
MEMBERS PRESENT: Becky McElhaney (C), Terry Kilian (VC), Michael Martens, Vicki Tierney
MEMBERS ABSENT:
Also Present: Mayor Diny, Lisa Nowak

Approval of July 14, 2025 Minutes.

Motion by Kilian to approve the July 14, 2025 minutes. Second by Martens. All ayes. Motion passed 4-0.

Human Resources Report for July 2025.

No questions were brought forward.

Discussion and possible action approving the revision to the Employee Handbook Section 7.01 – General Provisions and Section 8.01 – General Provisions.

Nowak discussed removing the language regarding maximum WRS contributions rates from the handbook for non-represented public safety employees.

Motion by Kilian to approve the revision to the Employee Handbook Section 7.01 – General Provisions and Section 8.01 – General Provisions. Second by Martens. All ayes. Motion passed 4-0.

Discussion and possible action to approve the reorganization of the Fire Department Leadership model.

Nowak explained that upon her arrival at the City, Chief Kopp provided her with a tour of the Fire Department facilities and talked about the need to restructure the organization of the department to model that of similar communities.

Chief Kopp talked about the proposed changes to the organization structure.

Tierney asked if Kopp was saying that the restructure could save on overtime. Kopp said that it could.

Kilian said that she had questions that needed to be answered about policies and protocols before she could support a reorganization, and would like to table the item until the committee can get answers to questions and concerns, which would not be appropriate to discuss as it is not on the agenda. Kopp agreed and said that he feels the reorganization will help move the department forward.

Martens said he could see from the current and proposed organization changes that this would take care of some current issues, change span of control, and would feel comfortable moving forward with this request.

McElhaney said that she would not support this item at this meeting, but maybe at a later time. McElhaney said that budget season is coming up and she is not comfortable changing positions and increasing budgets at this time.

Tierney asked Kopp to explain where he is understaffed. Kopp said it is in the 40-hour a week leadership positions, that they are not able to get out and assist or be with crews to keep up skills and help with training. Tierney also asked how the apprentice program is going. Kopp said that the students are moving forward and doing great.

Discussion took place of whether to vote on this item or table it to bring back in October. Kilian said she would agree to table it; Tierney agreed with Kilian. Kopp said he would rather have the item tabled to a later date than not supported at this meeting.

Motion by Martens to table this item to the October meeting. Second by Tierney. All ayes.

CLOSED SESSION pursuant to 19.85(1)(f) Considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problem or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such histories or data, or involved in such problems or investigations regarding: Consideration of Disciplinary Grievance Appeal.

Motion by Martens to go into closed session pursuant to 19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problem or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such histories or data, or involved in such problems or investigations regarding: Consideration of Disciplinary Grievance Appeal. Second by Tierney.

Roll call vote was taken to include Martens, Kilian, Tierney, and McElhaney.

Reconvene meeting into Open Session for purpose of potentially acting upon consideration of Closed Session item of Disciplinary Grievance Appeal.

The committee reconvened into open session.

Adjournment.

Motion by Martens to adjourn. Second by Kilian. Meeting was adjourned.

APPROVED

Rebecca McElhaney
Human Resources Committee, Chair

Video available: <https://www.youtube.com/watch?v=Diu37KFsfJs> and
<https://www.youtube.com/watch?v=TLjpyEsFhEM>