

DRAFT

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

DATE/TIME: October 9, 2023, at 4:45 p.m.
LOCATION: City Hall (407 Grant Street) – Council Chambers
MEMBERS PRESENT: Becky McElhaney (C), Gary Gisselman, Tom Killian, Michael Martens
MEMBERS ABSENT: Dawn Herbst
Also Present: J. Henderson, Mayor Rosenberg, E. Lindman, M. Barnes, M. Groat

Approval of September 11, 2023 Minutes.

Motion by Gisselman to approve the September 11, 2023 Human Resources Committee Meeting minutes. Second by Martens. No questions or discussion. All ayes. Motion passes 4-0.

Human Resources Report for September 2023.

No questions were brought forward by the Committee.

Discussion and Possible Action Approving Reclassification of the Transit Operations Supervisor Position from Grade 18 to Grade 17.

Henderson said that this item stemmed from the August 14th Police Department supervisor compression adjustment item. Henderson had a discussion with Transit and it was discovered that the newest supervisor was making less than the top pay for a Bus Operator. Henderson believes that moving the position up a grade, along with the scale adjustment proposed from the wage study, should fix this issue, however, he said that any time a contract is approved that supervisor rates will need to be reviewed.

Martens asked if there is a reason why Henderson is recommending moving the transit supervisors up a grade instead of giving them a percentage increase that would give them a 5% spread from the drivers. Henderson said that there are more layers of management in the Police Department, and that by moving the transit supervisors up a grade this should fix the issue for some time. Martens asked if the grades don't represent an increase in responsibilities and job duties. Henderson said that he did look at this and believes that the supervisors were not properly classified; he also discussed this with the Transit Director and Deputy Transit Director and they agreed with the reclassification.

Gisselman asked if a policy that encompasses these issues and how to handle them could be created. Henderson said that he would like to make sure that supervisor rates are looked at when union contracts are approved and would like to have a committee that looks at everything and makes recommendations. Henderson went on to say that this is largely an issue with non-union supervisors and union employees because increases are not the same.

Motion by Killian to approve the reclassification of the Transit Operations Supervisor position from Grade 18 to Grade 17. Second by Martens. All ayes. Motion passed 4-0.

Discussion and Possible Action Approving the 2024 and 2025 Health, Dental, and Supplemental Insurance Plan Inclusion of CCIT.

Henderson said he wanted to thank USI and Anne Keenan for their hard work regarding the benefits renewal. The increase was on track to be double digits, but we were fortunate to get a final rate increase of 5.1% for health insurance and no increase for dental. Henderson said that when he talked with others in the industry at a conference, they were all looking at 9-15% increases. Henderson again thanked USI and Anne for their work at getting the City the low increase.

Motion by Gisselman to approve the 2024 and 2025 health, dental, and supplemental insurance plan inclusion of CCIT. Second by Martens. All ayes. Motion passed 4-0.

Discussion and Possible Action Approving 2024 Benefit Design for City and CCIT Employees.

Henderson said he touched on this with the last item, but that Anne Keenan gave him the information on what the increase will amount to for employees, which is about a \$14 increase for family plan and about a \$5 increase for single plan.

Motion by Gisselman to approve the 2024 benefit design for the City and CCIT employees. Second by Killian. All ayes. Motion passed 4-0.

Discussion and Possible Action Amending Salaries for Elected Officials.

McElhaney said that she had a couple alders ask for her to place this on the agenda, and that by state statute, any elected official salary increases must be passed by December 1st.

Martens believes that this was last looked at in 2019, and that looking at the comparables, Wausau seems to be in line with other municipalities and doesn't have any preference for this item. Martens said that he would be agreeable to a 3% increase if a recommendation for an increase is proposed.

Killian said he would prefer to keep the rate for elected officials the as they are and not increase them.

Gisselman said that he feels the same and will not support any increases for elected officials.

McElhaney said that she was presented information that elected officials have not received any increases in 15 years, but in looking at the information provided, Wausau seems to be in line with similar populated municipalities. McElhaney would like this item to go to Council for a vote even though she believes Wausau is in line and doesn't see any issues with the current pay rates.

Martens asked if this item would have to go through Finance before Council. McElhaney said she was not sure, but that the Council would need to pass it by a 2/3 vote.

Motion by Martens to increase the salary for alderpersons and the mayor by 3%. Second by McElhaney. All nays. Motion failed 0-4.

Adjournment.

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

Rebecca McElhaney
Human Resources Committee, Chair

Video available: <https://www.youtube.com/watch?v=pn-mUC582FU>