

APPROVED

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

DATE/TIME: November 11, 2024, at 5:00 p.m.
LOCATION: City Hall (407 Grant Street) – Council Chambers
MEMBERS PRESENT: Becky McElhaney (C), Terry Kilian (VC), Gary Gisselman, Michael Martens, Vicki Tierney
MEMBERS ABSENT:
Also Present:

The meeting of the Human Resources Committee was called to order by McElhaney.

Approval of October 14, 2024 Minutes.

Motion by Martens to approve the October 14, 2024 Human Resources Committee meeting minutes. Second by Kilian. All ayes. Motion passed 5-0.

Human Resources Report for October 2024.

Martens asked about the vacation accrual exceptions section on the report and said that this was supposed to be addressed a few months ago but is not sure that anything has been done. Henderson said that 3 of the 4 on the list are in a good position with vacation now and the other has a plan from the mayor to lower the amount over a period of time.

Gisselman asked if the cat bite reported by the Police Department was something significant, as he did not remember this type of injury being on the report before. Henderson said that he thought it was just a worker's compensation injury but did have anything other information to provide. Henderson said that he would find out more and get back to Gisselman about this.

Discussion and Possible Approval of 3% COLA for Non-Represented Employees.

Henderson said that a 3% cost of living increase is comparable to what others are doing in our area and recommends this for the city.

Kilian said that she understands people are struggling and is supportive of a 3% COLA to be competitive with wages.

Gisselman expressed concern over non-union employees possibly not getting as much of an increase as union employees and the uncertainty of the amount for Police and Fire union employees since their contracts are in process of being negotiated. Henderson said that non-union employees get the COLA and step increases (unless they are redlined), whereas the unions do not, therefore it is not a fair comparison.

Gisselman also mentioned that the DPI (discretionary performance incentive) item that was talked about earlier this year has not been brought back. McElhaney said she thought that

recommendations were supposed to be gathered to discuss. Henderson shared his understanding of what the committee would like for DPI's and said that it is being worked on but is taking one thing at a time. Tierney asked Henderson when he plans to bring that item back to the committee, as it was talked about several month ago. Henderson said he was told that DPI's would not be in the budget for 2025 since everyone was asked to decrease their budget by 2.5% and he does not know where the budget for DPI's will come from since everyone used vacancy savings in the past. Gisselman said that he takes issue with DPI's not being included in the budget and believes that it creates a healthy workforce.

McElhaney said that the committee needs to focus on the benefits package for employees as a whole and believes that a 3% COLA with no increase to other benefits is outstanding. Tierney agreed that the benefits package, including the retirement plan, is excellent for employees.

McElhaney asked if they had the financial impact for the COLA. Henderson said that he did not have the number, but Groat has the information and seems comfortable with it. Henderson said that the figure last year was \$400,000 and he believes it is similar. Martens said he thought the number was already in the 2025 budget.

Motion by Martens to approve the 3% COLA for non-represented employees. Second by Tierney. All ayes. Motion passed 5-0.

Closed Session pursuant to 19.85 (1)(f) Considering financial, medical, social or personal histories of specific persons which, if discussed in public, would likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data for the purpose of considering leave of absence requests exceeding 30 days for one employee.

Motion by Martens to go into closed session pursuant to 19.85 (1)(f) Considering financial, medical, social or personal histories of specific persons which, if discussed in public, would likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data for the purpose of considering leave of absence requests exceeding 30 days for one employee. Second by Tierney. McElhaney took rollcall of members present. The committee entered closed session.

Reconvene into Open Session.

McElhaney indicated that the committee was back in open session.

Discussion and Possible Action on Closed Session Item #3 Approving Leave of Absence Request.

Motion by Martens to approve the leave of absence request. Second by Kilian. All ayes. Motion passed 5-0.

Adjournment.

Motion to adjourn by Kilian. Second by Tierney. The meeting adjourned.

Rebecca McElhaney
Human Resources Committee, Chair

Video available: <https://www.youtube.com/watch?v=2fcxYlvOvsw> and
<https://www.youtube.com/watch?v=8YyjfhCSA1g>