

PERSONNEL COMMITTEE

AUGUST 18, 2008

The meeting was called to order at 6:50 p.m. by Pasbrig with the following Roll Call:

Members Present: Pasbrig, Hoy, Nitschke

Members Absent:

Others Present: Mayor Heron, Ald. Smith, Ald. Voss, Ald. Moede, Kathie Wild, Brian Paynter, Sue Smith, Corrine Ott, John Hennig, Bill Linzenmeyer, Patrick Madden, Jeremy Vanderloop

Item #2 – Approve the Minutes of July 14, 2008 and July 21, 2008 meetings.

Motion by Nitschke, second by Hoy to approve the above minutes. Motion carried unanimously.

Item #3 – Citizens Comments.

None.

Item #4 – Clerk's Report.

A. Nothing to Report.

Item #5 - Update on Hiring EMS Drivers.

John Hennig reported that five people were hired for the EMS driver position. They are going to be interviewing one more candidate next Monday. There are now currently four EMT's on during the day. They aren't looking at hiring anymore EMT's until spring of next year because the schooling is only offered in August each year. They are hoping that some of the drivers will come forward and be interested in being EMT's. Ald. Pasbrig thanked all of the people that came forward that were interested in being drivers.

Item #6 – Discuss/Recommend Appointment of City Attorney for Prosecution of Municipal Citations.

The Mayor explained that with the resignation of the O'Meara Law Firm they are right now looking at replacing Tim Algiers who handled the police department prosecution of municipal citations. A recommendation is going to be made to the personnel committee and then the personnel committee recommends their choice to council. The Mayor explained that the Chief, Captain, and himself met with Patrick Madden to determine if the Madden Law Firm would be a good fit. Patrick Madden explained that his firm has three attorneys and five full time staff paralegals. He feels his firm is well known for providing quality service. He feels it is important that they would be in walking distance and that they currently have an excellent working relationship with the city. They current represent Theresa and are going to be taking on Neosho, Rubicon and Ashippun. The Chief explained that he met with Patrick and they talked about their philosophies. He feels it is advantageous for the attorney to be in town and feels it will be a good fit. He is confident that they will represent the city well. Patrick Madden explained that they normally charge \$200 per hour; however for all their municipal clients they charge \$150 per hour. For any work done by the paralegals they charge \$75.00 per hour. There is a lot of pencil pushing which can be done by the paralegals; therefore the attorney rate would only be charged when complicated items come up. Also in the past Tim Algiers charged for all his travel time since he only represented Mayville in Dodge County count for any traffic cases. The Madden Law Firm would already be in court for the other local municipalities and would be able to split the travel time. Motion by Ald. Nitschke, second by Ald. Hoy to recommend to council the appointment of the Madden Law Firm for the prosecution of municipal citations. Motion carried unanimously.

Item #7 – Discuss/Recommend Education Reimbursement Section of Non-Union Employee Handbook.

Ald. Pasbrig explained that everyone should have received in their packets some recommended changes done by Ald. Voss and Ald. Pasbrig for the education reimbursement section of the non-union handbook.

Ald. Pasbrig explained that in his document in the first paragraph that he would like to remove “taken on his/her own time”. Ald. Pasbrig expressed that there is some confusion as to what is going to be considered a college course. Currently, Northwestern University offers the Staff and Command training course; however by attending the course the person does not receive college credits. He feels there should be a final reimbursement if someone leaves. Ald. Pasbrig explained some case law that was found regarding if there is a payback that there should be some type of schedule. He would like to see section 4.2 of the handbook looked into further. There was a discussion as to also looking at section 4.1 and of the non-union employee handbook in more detail. Ald. Hoy thought it would be a good idea to find out what the union contract states for employee training in order to compare. Ald. Hoy also mentioned that if a dollar limit is used she would like to see more definition as to what the dollar amount represents. Is the dollar limit per class for a total for all classes taken? The committee expressed the need to not rush into judgment and to look into this in more detail. Motion by Ald. Pasbrig, second by Ald. Hoy to table item until next month. Motion carried unanimously.

Item #8 – Adjournment.

Motion by Nitschke, second by Hoy to adjourn at 7:15 p.m. Motion carried unanimously.

Kathie Wild, City Clerk