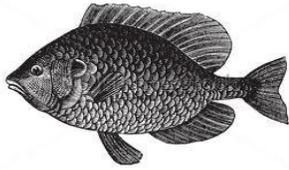


PERSONNEL MEETING MINUTES

Tuesday – October 25, 2016 @ 6:00 p.m.

Village Office

7505 Main Street West, Webster, WI



VILLAGE OF WEBSTER

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- I. CALL TO ORDER** – Personnel Chairman, Sarah Casady called the meeting to order at 6:00 p.m.
- II. PRESENT** – Village President, Jeff Roberts; Chairman, Sarah Casady; and Member, Charlie Weis. Others: Casey Aronson, Business Representative – IUOE Local 139; Adam Kaseno, Business Representative – IUOE Local 139; Public Works Director, Jay Heyer; Dean Phernetton, Operator and Patrice Bjorklund, Clerk-Treasurer. Absent: Member, Tim Maloney.
- III. INTERNATIONAL UNION OF OPERATING ENGINEERS UNION CONTRACT DISCUSSION** – Personnel Chairman, Sarah Casady gave the floor to Casey Aronson of IUOE. He presented the employees wishes for the upcoming 2017 union contract. They were as follows:
- Pay increase of .50 per hour (using anything above the cpi index current rate and apply that in their pension.)
 - Change Sick Time to Personal Time Off (PTO). The employee under the current contract is not allowed to be with a family member for more than 3 days for use of sick time. The sick time policy currently states that the maximum amount of sick leave accumulated by any one employee is 65 days *8 hours = 520 hours. Employees will be paid \$50.00 per day for unused sick leave up to 65 days' maximum twice yearly. All elements of the sick leave would be changed to Personal Time Off and accumulation and payout would be the same.
 - Central Pension Fund – Change contribution to a dollar amount instead of a percentage contribution by the employer. He would like all employees to have a dollar contribution of \$3.50 per hour (based on 2080 hours annually.) His reasoning is the fact that with the current employer contribution of 15% into retirement the pension dollars earned are considerably lower and does not benefit the employee for retirement as much as a dollar per hour contribution would.
 - Operating Engineers Health Fund – Adam wanted the committee to know that health insurance rates are not increasing for 2017. The rates will stay the same as 2016.
 - Overtime paid after 8 hours rather than after 40 hours.
- IV. MOTION TO GO INTO CLOSED SESSION PER WIS. STAT. § 19.85(1) (c)** – Motion to go into closed session was made by Chairman, Casady; seconded by Village President, Roberts. **Motion carried 3-0.**
- V. MOTION TO RECONVENE INTO OPEN SESSION PER WIS. STAT. § 19.85(2)** – Motion to reconvene into open session was made by Village President, Roberts; seconded by Village President, Roberts. **Motion carried 3-0.**
- VI. INTERNATIONAL UNION OF OPERATING ENGINEERS UNION CONTRACT DISCUSSION** – Personnel Chairman, Sarah Casady presented the following points for acceptance by the Personnel Committee by IOUE and those union employees:

- Pension contribution into the Central Pension Fund of \$3.75 per hour for 2080 hours annually for all 3 active members/employees.
- CPI Index raise for pay for the 3 employees of 1.2% per hour, with time and ½ pay figured accordingly.
- Sick Time changed to Personal Time Off with all hours accrued remaining the same and payout after 65 days remaining the same. Personal Time Off can be used for absences other than being sick.
- There will be no overtime after 8 hours granted. All overtime for the 3 employees will be paid after 40 hours.

After discussion, Casey and Adam accepted the village's proposals. Casey will redo the 2017 contract with those changes and present to the Village of Webster Board for approval at the November 9, 2016 meeting. All changes will go into effect on January 1, 2017. The contract will be for a period of one year, with negotiations commencing in the fall of 2017.

VII. ADJOURNMENT. Motion was made by Chairman, Casady to adjourn the Personnel Committee Meeting at 6:30 p.m., seconded by Member, Weis. **Motion carried 3-0.**

Respectfully submitted,

Patrice Bjorklund

Patrice Bjorklund, Clerk-Treasurer
October 25, 2016

***These minutes are subject to approval at next month's Regular Meeting.