

**CITY OF EDGERTON
CITY HALL
12 ALBION STREET
PERSONNEL COMMITTEE**

Tuesday, September 3, 2024 at 6:15 pm

NOTICE: The meeting noticed above will also be live streamed on a Zoom platform: To view the meeting, please select the link to the meeting listed on the **calendar events** on the City website's home page at www.cityofedgerton.com. Due to occasional technical difficulties, citizen participation via Zoom may not be possible.

1. Call to order; Roll call
2. Elect a Chair.
3. Confirmation of Meeting Notice posted Friday, August 30, 2024.
4. Consider May 20, 2024 Personnel Committee minutes.
5. Consider police lateral hiring policies.
6. Adjourn.

cc: Mayor
Department Heads

All Council Members
Newspapers

Notice: If a person with a disability requires that the meeting be accessible or that materials at the meeting be in an accessible format, call the City Administrator's office at least 6 hours prior to the meeting to request adequate accommodations. Telephone: (608) 884-3341.

**MAY 20, 2024 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Chairperson Candy Davis called the meeting to order at 6:15 p.m.

Present: Candy Davis, Tim Shaw, and Jim Burdick.

Others Present: City Administrator Ramona Flanigan, Municipal Services Director Howard Moser, City Clerk Wendy Loveland, Alderperson Michelle Crisanti, and Mayor Christopher Lund.

ELECT CHAIR: A Tim Shaw motion to nominate Candy Davis for Chairperson passed on 3/0 roll call vote.

Loveland confirmed the meeting agenda was properly posted on Friday, May 17, 2024 at the Post Office, Edgerton Library, City Hall and the City's website.

MINUTES: A Tim Shaw/James Burdick motion to approve the December 18, 2023 Personnel Committee meeting minutes passed, all voted in favor.

CONSIDER SALARY RESOLUTION AMENDMENT FOR AQUATIC'S DIRECTOR POSITION:

Flanigan stated that Anne Gohlke, the Aquatics Director had anticipated reducing her hours to $\frac{3}{4}$ time due to the hiring of an Assistant Aquatics Director. Anne has not been able to reduce her hours due to limited time the Assistant Director is available. Anne is currently working 90% full time and is requesting to increase her salary to 90%.

Jim Burdick recommended increasing her wages to 100% full time to make up for the extra hours she works during preseason and to show gratitude for her 30 years of service. Tim Shaw wanted to make it clear to Anne that she isn't expected to work extra hours if her wages were to increase to 100% full time.

A Jim Burdick/Tim Shaw motion to increase the Aquatics Directors wages to 100% full time without the expectation of her increasing her hours to 100% full time passed on a 3/0 roll call vote.

Being no other business before the Committee, a Tim Shaw/Candy Davis motion to adjourn passed, all voted in favor.

Ramona Flanigan/Ino
City Administrator

Memo

To: Personnel Committee

From: Staff

Date: 8/29/2024

Re: Sept 3, 2024 Meeting

WPPA contract amendment for lateral hires: The WPPA has requested a policy change that improves benefits for officers with prior experience (referred to as lateral hires) in an effort to attract experienced officers. The amendment changes the following:

- Limits the top starting pay scale to 5 years of service even if an officer has more than five years' experience. Current top pay step is 10 years.
- Grants 96 hours (equivalent to 1 year) of sick leave upon hire for officers with less than five years' experience and 192 hours for officers with more than five years' experience.
- Grants 1 week of vacation upon hire. No other changes are proposed to the vacation schedule.

Discussions are ongoing regarding the form of the agreement – whether it will be a contract amendment or a side letter MOU. If the Committee and Council approve the policy changes, authorization could be given to the Mayor to sign the final agreement.