

Human Resources Committee

June 22, 2015

The **Human Resources Committee** met Monday, June 22nd, 2015, at 6:00 p.m. in the Conference Room at City Hall. Present were Chairperson Roxanna Brush, Committee Members Sheena Martin, Mark Ahner and Ken Gardner. Also present was Animal Control Officer Brian Certain, Floodplain Administrator Malenovsky, Police Chief Doug Colombik and HR/Payroll Officer /Committee Recorder Billie Burkhalter.

Committee Chairperson Brush called the meeting to order

1. Approval of Animal Control/Code Enforcement Officer Job Description

There was discussion concerning approval of the Animal Control/Code Enforcement Officer job description and how the current Animal Control Officer would be able to juggle both duties. AC Officer Certain and Police Chief Colombik were questioned if they had any objections to what was in the position description. They both replied no.

*** Committee Member Ahner moved to approve the presented job description, seconded by Committee Member Gardner.*

AC Officer Certain questioned if he would see a wage increase for these additional duties. Committee Member Ahner was adamantly against AC Officer getting an increase. Committee Member Gardner stated with an increase in workload and responsibilities he should receive an increase. Committee Member Ahner insisted that this was not an increase in duties and Committee Member Gardner then agreed.

*** On original motion and on roll call vote, motion passed unanimously.*

2. Salary Adjustment Request

HR Officer Burkhalter stated the Committee had requested an opinion from City Attorney Rice and Labor Attorney Martin at the last Human Resources meeting on if this issue was something the Committee could address. Both attorneys agreed that this Committee should be the one addressing this issue.

Chairperson Brush questioned what changes there would be to the base wage. HR Officer Burkhalter responded that it would be a 4% increase for both her and Administrator Malenovsky. Which would give Burkhalter a .79 cent increase after a four year freeze and Malenovsky an increase of .72 after a four year freeze also.

Chairperson Brush stated she struggled with going against the salary survey. HR Officer Burkhalter referred to the Committee to the letter dated April 28, 2015, written by Labor Attorney Larry Martin which states:

“Any wage adjustments which should occur pursuant to the Letter of Agreement are, according to the language of the Letter of Agreement, based on the base wages established by the MSU wage study. Neither Ms. Burkhalter’s position nor Ms. Malenovsky’s position had base wages established by the study because of the uniqueness of their positions which prevented an appropriate comparison for purpose of the study. Thus, there is no base wage established by the study upon which to apply the language to Section 2.B.2.a of the Letter of Agreement for purpose of a wage adjustment.” (see attached)

HR Officer Burkhalter explained to the Committee that the City’s Labor Attorney is clearly stating that we weren’t considered in the survey, so therefore how could our wages be frozen and tied to the survey when there was no consideration to our position. She explained both Malenovsky and herself do not have a base salary established by the survey.

Committee Member Ahner explained that nobody complained when the Council passed this survey and there was an opportunity. Administrator Malenovsky explained at the time it was passed by Council, she had no idea this survey affected her wage and actually believed that this was only being conducted by the Unions. She further explained she had no idea she was being represented by Police Chief Colombik and never had been contacted by anyone on the committee and advised of what was happening. She had only been informed after it had been adopted. HR Burkhalter explained that her only opportunity to even look at the Study prior to its passage was when she attended one Wage Study meeting, after ten minutes of looking at the study she informed the Committee that there were a lot of issues with the study, she then was excused from the meeting. HR Burkhalter further stated she did not know Chief Colombik represented her either. The three unions were given a day to accept the study or not and they voted, which did not happen with her or Malenosky’s position.

Police Chief Colombik explained to the Committee that giving these valuable employees a 4% increase made more sense than paying tens of thousands of dollars to a labor attorney for grievances. Police Chief Colombik stated that everyone knows this survey was rushed and he did not contact anyone concerning their wages, but this was never meant to punish anyone. He further stated going six years on this contract was a mistake. He explained that he has been with the City for 24 years and as a Department Head, the City wants to retain valuable employees and the cost for this increase is small compared to the cost of losing a long term valuable employee.

Chairperson Brush stated that since no motion was made this issue dies in Committee.

3. Review and Recommendation of Local 600 CBA Revisions

The Human Resources Committee felt they did not have information to act on this issue.

*** Committee Member Gardner moved to refer this to the attorney’s for their recommendation, seconded by Committee Member Brush and motion carried by the Committee.*

4. Request of Citizens

-None.

5. Committee Member Comments:

-None.

6. Adjournment:

****** *Committee Member Gardner moved to adjourn the meeting. The motion was seconded by Committee Member Brush and passed.*

The meeting was adjourned at 7:15 p.m.

Respectfully submitted,

Billie Burkhalter, HR/Payroll Officer

Chairperson Roxanna Brush

Approved by Council 7/27/15.
[Signature]
City Clerk