

Personnel Committee Meeting Minutes
November 19, 2019

Acting Chairman Strey called the meeting to order at 6:43 PM.

Members Present: Aldermen Strey and Rogers

Absent: Alderman Rosek

Staff Present: Mayor Nold, Kitsembel, Sullivan, Buerger, Pfister, Gallo, Osborn, Pickart, Freber, Hoepfner, Frye, Posnik, Lam and Coenen

Others Present: Aids. Spiegelberg, Zwart, Shaw, Ellis and Kowieski and Stan Sugden

2.a. Consider/recommend Creation and Hiring of a Cable Installer/Grounds-Person Lead Position and Cable Installer/Grounds-Person

Posnik passed out the Annual Cost Estimate of Cable Installer/Grounds Person Crew spreadsheet and stated the Utility Department recommends hiring these two positions to replace contractors. The Utility would also purchase the equipment. The Committee met on Sept. 4th and recommended the addition of these two positions pending a job description/wage classification being done by Carlson Dettmann. Carlson recommends Grade 1 (grounds-person) & 2 (lead position.) Pickart reported that the spreadsheet section for Cost of Cable Installer Crew – 7 Year History does not include materials, equipment and manpower and noted the City supplied the materials. The equipment cost of \$350K spread over a 10-year lifespan is \$35K a year. He added that the two positions would be trained to do all terminating, boring, snow plowing, groundsman work, etc. for operational efficiencies. He believes the City will see a savings because we have 351 miles of underground cable, which has a 20-year lifespan that our staff will now be able to take care of with limited outside contractors.

Motion by Strey to recommend creation and hiring of a Cable Installer/Grounds-Person Lead Position and Cable Installer/Grounds-Person; second by Rogers. Motion carried 2-0.

Motion by Strey to adjourn the Personnel Committee meeting; second by Rogers. Motion carried 2-0. The meeting adjourned at 6:56 PM.

Minutes taken by
Diane Coenen, City Clerk
Ald. Rogers, Acting Secretary