



City of West Allis

Meeting Minutes

Administration & Finance Committee

Aldersperson Kevin Haass, Chair

Aldersperson Martin J. Weigel, Vice-Chair

Alderspersons: Michael J. Czaplewski, Michael P. May, Daniel J. Roadt

Tuesday, March 20, 2018

6:00 PM

City Hall, Room 128
7525 W. Greenfield Ave.

SPECIAL MEETING (draft minutes)

A. CALL TO ORDER

Chair Haass called the meeting to order at 6:00 p.m.

B. ROLL CALL

Present 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

Others Present:

Rebecca Grill, City Administrator; Alderspersons Barczak, Lajsic, Probst, Reinke, Roadt; Mason Pooler, Fire Chief; Scott Post, City Attorney; Audrey Key, HR Director; Jane Barwick, Benefit/Wellness Coordinator; Steve Braatz, City Clerk; Other Staff; Guests and Media.

C. APPROVAL OF MINUTES

1. [2018-0068](#) Minutes (draft) January 8, 2018 Regular Meeting, January 16, 2018 Recess Meeting, January 22, 2018 Special Meeting, January 24, 2018 Special Recess Meeting, February 6, 2018 Recess Meeting, February 20, 2018 Recess Meeting, and March 6, 2018 Recess Meeting.

A motion was made by Ald. Roadt, seconded by Ald. Weigel, to approve the minutes. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

D. PREVIOUS MATTERS

2. [2018-0182](#) Communication from City Administrator transmitting report and recommendations from City's Benefit Consultant regarding Post 65 Medicare Retiree Health Plan Options.

A motion was made by Ald. Weigel, seconded by Ald. May, that this matter was Recommended to be Placed on File. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

E. MATTERS FOR DISCUSSION/ACTION

3. [2018-0217](#) Discussion regarding Pay-for-Performance Program.

Ms. Grill presented information regarding rollout of Pay-for-Performance program, and staff responded to questions/comments from Committee members. Ms. Grill stated that employee information sessions are scheduled for next week to give an overview of the proposed program for non-represented employees and provides a chance for employees to ask questions and provide input as the program is being developed.

This matter was Discussed

4. [2018-0228](#) 2017 Mediation Center Summary Report.

This matter was Held

F. CLOSED SESSION

At 6:27 p.m., Chairperson Haass stated it was the intention of the Committee to vote on a motion to convene in closed session to discuss collective bargaining matters with the West Allis Fire Fighters Union, to discuss mediation of a former employee's Equal Rights Division discrimination complaint, and to take such further action as may be necessary and appropriate with respect to such matters.

A closed session for the above purposes is authorized pursuant to the provisions of Wis. Stats. Section 19.85(1)(c), (e), and (g), which authorizes a governmental body, upon motion duly made and carried, to meet in closed session to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; to deliberate or negotiate the purchase of public properties and the investment of public funds, or conduct other specified public business whenever competitive or bargaining reasons require a closed session; and to confer with legal counsel for the governing body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

A motion was made by Ald. Weigel, seconded by Ald. Czaplewski, to convene in closed session at 6:27 p.m. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

Staff presented further information on the Fire Fighters Union negotiations settlement proposal. Discussion ensued, and staff responded to questions and comments from the Committee. Committee consensus was provided to staff on how to proceed.

City Attorney Scott Post discussed and provided settlement recommendations regarding the mediation matter of a former employee's Equal Rights Division

discrimination complaint. Discussion ensued, and staff responded to questions and comments from the Committee. Committee consensus provided based on staff settlement recommendations.

Upon conclusion of the closed session, the Administration & Finance Committee had no further business to attend to.

G. ADJOURNMENT

A motion was made by Ald. Weigel, seconded by Ald. May, that the meeting be adjourned at 7:15 p.m. The motion carried unanimously.