



# City of West Allis

## Meeting Minutes

7525 W. Greenfield Ave.  
West Allis, WI 53214

### Administration & Finance Committee

*Alderperson Kevin Haass, Chair*

*Alderperson Martin J. Weigel, Vice-Chair*

*Alderpersons: Michael J. Czaplewski, Michael P. May, Daniel J. Roadt*

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Tuesday, July 5, 2016

6:00 PM

City Hall Room 128

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### SPECIAL MEETING

#### 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 Attending

*Charlie Carlson, Carlson Dettmann Consulting; Alderpersons Lajsic and Probst; Audrey Key, HR Director; Paul Mitchell, Police Chief; Sally Nusslock, Health Commissioner; Mike Lewis, Director of Public Works/City Engineer; Dave Wepking, Assistant Director of Public Works; Kurt Zellmann, Assistant Fire Chief; Brenda Schmid, Principal Secretary; Rebecca N. Grill, City Administrator; Other Staff; Guests and Media.*

#### C. APPROVAL OF MINUTES

2016-0441 Minutes (draft) May 23, 2016, June 7, 2016, and June 21, 2016.

**A motion was made by Ald. Roadt, seconded by Ald. May, that this matter was Approved.**

**The motion carried by the following vote:**

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

**No:** 0

#### D. NEW AND PREVIOUS MATTERS

##### Held Items

1. 2014-0477 West Allis Fire Fighters IAFF Local 1004 communication regarding opening of contract negotiations.

**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

2. [2015-0479](#) West Allis Professional Police Association communication regarding opening of contract negotiations dated June 19, 2015.

**A motion was made by Ald. May, seconded by Ald. Weigel, 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

3. [R-2015-0053](#) Resolution relative to accepting the proposal of N & S Towing, Inc. for providing vehicle towing and storage services for the City of West Allis.

**Sponsors:** Administration & Finance Committee

**A motion was made by Ald. Czaplewski, seconded by Ald. Roadt, 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

4. [2016-0422](#) Communication from City Administrator providing information and outlining a Project Plan and Policy options in regards to the current Classification and Compensation Study.

*Mr. Charlie Carlson of Carlson Dettmann Consulting was present to provide information regarding the Classification Plan and Study (Power Point handout provided). Decisions for Committee members to make in the future include: Market, Market Position, Pay Plan Design and Policy. Options for the latter include step plan, open range or combination. Committee members were asked if they would like to have a member on the ad hoc steering committee. Discussion ensued and decision was made not to have an alderperson on the committee to allow for more free flow of information.*

**This matter was Held**

## **E. CITY ADMINISTRATOR REPORT**

1. Discuss whether Compensation Study should include all non-represented City Employees.

*City Administrator Rebecca Grill presented an option to have a study for fire protective service employees in 2017 to coincide with the contract expiration, police protective service employees in 2018 to also coincide with their contract expiration, and have the non-represented general employees of both departments be part of the current study. Committee members questioned the need for this and expressed desire to move forward with all employees in the current study. Questions regarding the legalities of this with the optional powers of the Police and Fire Commission were raised. Ms. Grill was directed to inquire with the City Attorney to determine whether the Council can legally include the employees. After further discussion, Ms. Grill was directed to request a joint meeting of the Administration & Finance Committee with the Police and Fire Commission on July 21 with this item as a topic for review and approval/denial.*

2. Discuss Creation of Organizational Roadmap.

*Not discussed due to lack of time.*

3. Status of Finance Director Recruitment.

*Not discussed due to lack of time.*

## **F. ADJOURNMENT**

*A motion was made by Ald. Weigel, seconded by Ald. May, that the meeting be adjourned at 6:58 p.m. The motion carried unanimously.*