

**City of Decorah Personnel Committee meeting minutes
Friday, January 13, 2017 – 7:00am**

The City of Decorah Personnel Committee met on Friday, January 13, 2017 at 7:00am.

Chair Kirk Johnson called the meeting to order and the following answered roll: Chuck Lore, Gary Rustad, Steve Luse and Randy Schissel.

Absent: Andy Carlson and Dan Bellrichard

Others in attendance included Mayor Don Arendt, City Manager Chad Bird, City Clerk Wanda Hemesath and Fire Chief Mike Ashbacher, Jeff Ode, Jeff Clement and Eric Sovern.

Agenda

1. Discussion regarding adding non-union, non-grant funded Library staff positions to the compensation plan

Johnson opened the meeting on this issue and asked Bird and Hemesath to detail the conditions with a couple of library employees.

Bird and Hemesath noted there are two library employees that do not fall on the union wage scale nor on the city's non-union administrative salary schedules. Hemesath noted that previous councils had not wanted to exercise the necessary level of control over library employees. Bird noted it would be more consistent with city policy to have all employees fit current salary and payroll programs. He noted to the committee that he would make the necessary administrative changes unless there was objection from the committee.

With little discussion the committee agreed and there were no objections to move the employees to the city's compensation plan.

2. Personnel staffing needs – Fire Dept.

Johnson opened this discussion by noting the pending retirement of a fire engineer (driver) and noted that one option may be to not hire a replacement employee but look at options to reorganize scheduling. Rustad voice support for hiring a replacement as status quo, Lore echoed the comments and noted service delivery may be jeopardized. Chief Ashbacher spoke about service and dispatch notification of calls noting there are currently issues with dispatch.

There was general discussion regarding service and dept response time.

Bird share with the council several comparable city notes that showed many communities do not have full time fire staff. Bird also noted that while this information may be helpful for the council he stressed that the council needs to do what is in the best interests for the city of Decorah.

Luse noted that he liked the idea of opening the issue up for discussion.

Kirk closed the meeting by stating that further discussion is certainly warranted.

There was no further discussion or action.

There was no other business and the meeting adjourned at 7:50am.

Respectfully submitted,

