

**City of Decorah Personnel Committee Meeting
Tuesday, March 16, 2021 – 7:00am**

The City of Decorah city council's personnel committee met on Tuesday, March 16, 2021 at 7:00am.

The meeting was held in person only.

Kirk Johnson called the meeting to order with Hadley, Schissel attending.

Others in attendance: Mayor Borowski, City Manager Chad Bird, City Clerk / Treasurer Wanda Hemesath, and several Dept Heads.

Agenda

Chair Johnson, Neal, Carlson, Schissel, Luse, Zittergruen, Hadley

Discussion regarding Exempt and Non-Union Personnel New Hire Step Plan Placement Policy

Hemesath noted it is increasing more difficult to hire and retain key employee positions and be tied to the current step matrix plan. She explained how it would be beneficial to have staff discretion and authority to make hiring decisions and have flexibility to place new hires on the appropriate steps on the plan as experience, education, and markets dictate for each new hire.

There was also discussion about how important making adjustments to the step plan is as it is increasing moving to become obsolete.

Hemesath also share drafts of HR policies staff would like to present to council for this issue, a Parks Dept hiring issue involving changes and succession planning, and amendments to the IT director position.

There was no further discussion.

There was no other business and the meeting adjourned at 7:56am.

Respectfully submitted,



Personnel, Negotiating and Insurance - *Johnson, all members of the council
Reviews and negotiates wage and benefit packages for city employees. Reviews and approves various personnel actions and policies. Monitors and reviews claim history and provides input in reviewing and selecting the best insurance programs for the city. Reviews proposed union/bargaining agreements and organizational structural changes.