

In attendance: Alderman R. Grosch, Alderman J. Kara and HR Director L. Bergersen. Also present were Fire Chief K. Bierce and consultant Charlie Carlson.

1. Call to Order and Pledge of Allegiance – Ald. Kara opened the meeting at 9:05 a.m.
2. Approval of Human Resources Committee Meeting Minutes dated June 29, 2016.
A motion was made and seconded (R. Grosch, J. Kara) to approve the Human Resources Committee meeting minutes dated June 29, 2016. Motion Passed: 2-For, 0-Against.
3. Discussion and Possible Action Regarding Creation of Additional Lieutenant Positions for the Pewaukee Fire Department.

K. Bierce explained the purpose of creating the positions as it applies to the PFD strategic plan and the recommendations for the department that were made as a part of the accreditation process. He further explained documents provided for review including the strategic plan, shift schedules, collective bargaining agreement, budgetary impact, job description and hiring process. K. Bierce and L. Bergersen answered questions from the committee members.

A motion was made and seconded (R. Grosch, J. Kara) to approve the creation of three additional Lieutenant positions and to add it to the Common Council consent agenda at such time when it is able to be added. Motion Passed: 2-For, 0-Against
4. Discussion and Possible Action Regarding Market Study of Salary Plan.

L. Bergersen explained that she, the Mayor and market study consultant Charlie Carlson met and determined that before C. Carlson could move forward on making final recommendations he needed some guidance on the City's compensation strategy and plan.

C. Carlson further explained the market data he is looking at, factors for consideration, questions that arose as a result of his study and review of the current plan, considerations that were not included in the original scope and information that would help in making those decisions. There was subsequent discussion to clarify and address any questions or concerns and to determine the direction desired.

L. Bergersen clarified that this was an advisory discussion and that no motion is required. Based on the Committee's input C. Carlson will proceed with drafting his report and it will be brought back to the Common Council.
5. Adjournment - **A motion was made and seconded, (R. Grosch, J. Kara) to adjourn the meeting at 10:17 AM.** Motion Passed: 2-For, 0-Against

Respectfully Submitted,
Lisa Bergersen
Human Resources Director