

PERSONNEL COMMITTEE

March 3, 2021

A meeting of the Personnel Committee was called to order by Chair Williams at 11:30 am in the Council Chambers. Roll call: Members Williams, Gustafson and Statz were present.

Gustafson/Statz to adopt the following agenda:

1. Roll call.
2. Adoption of agenda.
3. Consideration of: Approval of Memorandum of Understanding between City of Sturgeon Bay and Sturgeon Bay Firefighters Association.
4. Consideration of: Paid On-Call Firefighters LOSAP/Deferred Comp Program.
5. Adjourn.

Carried.

Fire Chief Dietman summarized the Memorandum of Understanding regarding the substitution language, that substitutions are now rank for rank and the clarification of step up pay. It was noted that the language was reviewed by the City's attorney and that there will always be an acting officer on duty. Statz/Gustafson to recommend to the Common Council to approve the Memorandum of Understanding between the City of Sturgeon Bay and Sturgeon Bay Firefighters Associations regarding substitutions and step up pay. Carried.

Fire Chief Dietman summarized that LOSA (Length of Service Award), historically, was in place to help recruit and retain paid on call firefighters. However, the vesting period in LOSA is lengthy and if a paid on call firefighters leaves within a certain time period or is promoted, there is minimal to no benefit. In order to help recruit and retain, it is recommended to allow paid on call firefighters to be eligible for the City's deferred compensation program with a \$250.00 annual contribution and eliminate LOSA, both beginning in 2022. Statz/Gustafson to recommend to the Common Council the approve allowing paid on call firefighters to be eligible for the City's deferred compensation program and contribute \$250.00 annually for each paid on call firefighter and to eliminate the LOSA program, both in 2022.

Gustafson/Statz to adjourn. Carried. The meeting adjourned at 11:40 a.m.

Respectfully submitted,

Stephanie L. Reinhardt
City Clerk/HR Director