

PERSONNEL COMMITTEE
August 12, 2024 - 7:32 PM
Community Room
933 Michigan Avenue, Stevens Point, WI
OR
Zoom Teleconferencing
MINUTES

Discussion and Possible Action on:

1. Roll Call.

Present: Ald. Kneebone, Broderick, Lang, Guthrie, Steinmetz.

Others Present:

Mayor Wiza, Clerk Yenter, C/T Ladick, Director Kremer, Director Beduhn, HR Manager Frasch, Neighborhood Planner/Economic Development Specialist Klesmith, Administrative Assistant Church, Member Tiffany, Director Lemke, Attorney Beveridge, Ald. Christianson, Ald. Keymer, Ald. Birr, Ald. Buse, Ald. Shuda, Ald. Morrow.

2. Requests for known 2025 out of state travel.

Ald. Lang moved, Ald. Broderick seconded, to approve the known 2025 out of state travel.

Call for the vote: ayes, all; nays, none; motion carried.

3. Chief Moody requests to create a Limited Term Employment (LTE) Accreditation Manager position within the Stevens Point Fire Department

This item was withdrawn, no action was taken.

4. Director Kernosky requests to move the Permit Technician to permanent full-time.

Director Kernosky gave an overview of the request.

Maria Mohr spoke about under-staffing within the community development office and the ways in which it is affecting her job and the department as a whole. She spoke

specifically to her role of assisting the assessors office and the workload that the assessor is taking on due to the constraints on her ability to assist. Ms. Mohr shared the mental health struggle associated with these staffing difficulties and the negative effects she and her office counterpart have experienced.

Director Kernosky answered questions from the committee.

Loren De Lonay, 4508 Terrace Lane, spoke about her five and a half years of employment with the community development department and the increase in work volume throughout this time. She spoke about the increase in work load in conjunction with the lack of increase in staffing and the effects this has had on the community development staff. Ms. De Lonay provided further clarification that the request in question is not asking for anything new, but rather providing full-time benefits for full-time work that has been taking place since March/April 2024.

Chris Klesmith spoke about his position and how it interacts with the department's front office staff and expressed his gratitude for their work. He shared the anticipated growth that is being outlined in the comprehensive plan and the staffing capacity that will be required moving forward.

Maria Mohr spoke about the additional tasks that the community development front office is responsible for, outside of permitting, that other staff members have had to take on.

Ald. Guthrie moved, Ald. Steinmentz seconded, to approve moving the Permit Technician position to permanently full-time.

Call for the vote: ayes, all; nays, none; motion carried.

5. Continued discussion from July 2024- Alder Christianson requests discussion and consideration of a City Administrator position.

Attorney Beveridge spoke about the difficulties of providing a specific job description for a mayor outside of what is provided in statute. He also fielded questions from the committee in regard to an organization chart.

Director Kernosky shared his thoughts on a city administrator position and suggested either hiring an outside consultant to do an analysis or having department heads work on coming up with plans for increased efficiencies.

Chief Moody spoke about who he reports to as fire chief and that this reporting would remain the same regardless of a City Administrator position being created.

Director Lemke shared his perspective on the organizational chart provided and questioned the specific goal of the proposed change. He spoke about the importance of understanding each department's inner workings as they may differ from one another.

Attorney Beveridge spoke about the authority that each body possesses and how an organizational chart won't be able to fully capture the complexities of the Common Council's authority.

Director Kremer spoke about gaining feedback from the community and encouraged getting input from the community on the city structure.

6. Adjournment.

Adjourned at 9:03 p.m.