

Date: 5-11-18

Re: personnel Insurance Meeting

Attendance: Bob Rockwell, Caryn Unsicker, Kathy Hall, Larry York, Tony Trulson, Becky York, Shannon Pirmann, Jim Grafton

Location: City Hall 121 11th Street

Chairman Rockwell called the meeting to order at 3:00pm and noted a quorum was present for one agenda item.

The purpose of the meeting was discussion on a step 2 grievance. Trish Ruhl explained her position (part of the grievance) and how she felt that Shannon should have been given the position and pay as Kathleen Palmer. She said that Shannon Pirmann should be compensated for back wages...this was discovered recently. Trish did an investigation and Shannon should be at a labor grade 2/6 according to her research. A rapid advance of steps was agreed to (per Trish). Doing payroll is above and beyond the responsibilities of the AA according to Trish. Because the AA 'does payroll' the steps should be on a rapid advance according to Trish. It's the accountant's responsibility to do payroll according to Trish. Shannon wasn't privy to the MOU with Kathleen Palmer. Alderman York questioned the timeliness of the 'discovery'. Alderwoman Hall asked for clarification of the dates of Pirmann's promotions.

Alderman Rockwell responded that the grievance was grossly untimely. The Union knew about the MOU with Palmer in 2014 and in fact was party to the MOU agreement. To later then argue that they believe Pirmann has been compensated in violation of this MOU and that they only 'just discovered' the violation is absurd. The grievance should be denied on untimeliness grounds.

Chairman Rockwell added the grievance is without merit as Pirmann and the Union agreed on 5-2-15 that she would be paid starting at 2/1 classification and explicitly stated what her starting pay would be. The new argument for a different pay contradicts the prior agreement and therefore the grievance should be denied.

Trish claimed that that was not a MOU as it was not signed by the Union. Alderman York concurred with Rockwell recommendation. Alderwoman Hall asked for continued clarification and also concurred with the committee to deny the grievance. Trish was insistent that Shannon was not treated the same as Palmer from 2015. She said she would advance this to step 3.

There were no other agenda items and the meeting was adjourned at 3:21pm.

Respectfully submitted,

