

MINUTES – BOARD OF PERSONNEL COMMITTEE MEETING

Government Unit Conducting Meeting:	Personnel Committee
Date:	October 7, 2025
Time:	4:30 P.M.
Place:	410 Division Street, Park Falls 2nd Floor Conference Room

Members of the Personnel Committee Present – Dennis Wartgow, Tony Their, Dina Bukachek, Dixie Weidman

Also Present: Mayor Tara Tervort, Scott Kluver, Shannon Greenwood

Meeting was called to order by Chairman Wartgow at 4:30 p.m.

Public Comment – None

Review/Recommendation – Proposed 2026 Wage Schedule – Discussed that City does not need to renegotiate the Police Department contract until 2027.

The logic of the 6-year program with 3 steps within, which can be adjusted, is that generally employees have learned the job completely within that time frame and this will keep incentive for the duration. The City currently uses a step system, but it doesn't account for any inflation, and it has become skewed over time with only flat increases per position the City has fallen behind compared to surrounding competitors. This proposal gives an annual inflationary increase subject to each year's fiscal situation. Reviewed the total projected cost to the budget compared to the 2025 budget. We believe there is a bigger window of opportunity this year than in future years due to other changes in the budget.

Discussed concern of sustainability and it was noted that the City would have tough decisions either way due to increases in health insurance and wages each year. Reviewed surrounding area wages and noted that we are definitely on the low end. There have been concerns expressed by department heads about potential loss due to surrounding competition wages. Police probably more than any other position are lagging, and utilities would probably be next. Information provided from various other organizations shows even with proposed increase they are still near the bottom of the scale. We are right now seeing more vacancies and more demand, unfortunately causing everyone else to provide significant increases to attain them. There are currently 3 employees that are capped based on the current system and their length of employment. Movement through the step system would be based solely on performance evaluations with proposed scale. Police would get percent increase, but no step increase until contract negotiations. The Library has followed the current step system in the past but if they wanted to follow a separate structure they are free to do so.

Motion by Weidman/Their to accept the proposed wage scale as presented and recommend to Council for approval. Motion carried, Bukachek opposed.

The meeting was adjourned at 5:37p.m.

Prepared by: Shannon Greenwood – Clerk