

		HR Committee Working Action Agenda						<i>Revision Date: 02/10/2014</i>
Project	Status	Projected Resolution Date	Dates Critical	Process Point	Committee/Council Accountability	Action Needed	NOTES	
				*Pending *Stalled	*Active *Complete	*Informational *Direction *RATIFICATION	<i>Note: Items involving contract negotiations or arbitrations may need closed session discussion prior to Committee and Council action.</i>	
Valley Transit:								
Mediation	Closed	6/5/2013	5/20/13 HR & 6/5/13 Council	Complete	Discuss and vote on Contract settlement as presented.	Ratification	Settlement reached. Union Ratification 5-19-13. Closed session at HR 5-20-13. Waiting for Council Ratification	
Prohibited Practice	Closed	6/5/2013	6/5/2013	Complete	Discuss	Ratification	W/D by union with contract ratification	
Grievance #2012-005 (7.5 hour rest period)	Closed	5/10/2013	3/19/2013	Complete	Discuss	Informational	W/D by union	
Grievance #2012-006 (Class Action-Sideletter elimination)	Closed	6/5/2013	6/5/2013	Complete	Discuss	Ratification	Resolved with contract ratification	
Grievance #2013-001 (Split position)	Closed	5/9/2013	4/29/2013	Complete	Discuss	Informational	W/D by union	
Grievance #2013-002 (Overtime)	Closed			Complete		Informational	W/D by Union	
Grievance #2013-003 (Discipline)	Closed			Complete		Informational	Settled	
Grievance #2013-004 (7.5 hour rest period)	Open			Pending		Informational	Parties have met and discussed-considering resolution	
Grievance #2014 (7.5 hour rest period)	Open			Pending		Informational	Parties have met and discussed-considering resolution	
Appleton Professional Police Association:								
Grievance #13-001 (Proration of benefits-LOA)	Closed			Complete		Informational	Settled	
Grievance #13-002 (New hire WRS)	Closed	12/31/2013		Complete	Discuss	Informational	APPA Prevailed-City must pay employee portion of WRS for 2013.	
Bargaining-2014 Police	Closed	1/1/2014		Complete	Discuss and provide direction	Direction	Direction provided-pending ratification of contract	
Prep Phase	Closed		6/30/2013	Complete			Educational session with HR Committee on Strategy-	
Open Bargaining	Closed		9/1/2013	Complete			Opening session scheduled for 10/03/2013	
Active Bargaining	Closed		10/01/2013-11/30/2013	Complete			Parties reached tentative agreement/settlement	
Final Contract	Closed	11/20/13 Council	11/11/2013 HR	Complete		Ratification	HR Committee ratification 11/11/2013	
AFSCME (Water and Waste Water)								
Unit Clarification/Petition for Election	Closed	1/1/2014		Complete	Discuss	Informational	Unit Certified-can bargain over base wages up to CPI-will need direction on approach. Opening session scheduled with unit on August 27, 2013.	
Bargaining-2014	Closed	1/1/2014		Complete	Discuss and provide direction	Direction	Direction provided	
Prep Phase	Closed			Complete				
Open Bargaining	Closed			Complete			Initial Meeting with Union 8/27/13	
Active Bargaining	Closed			Complete				

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Final Contract	Closed			Complete			Contract approved with 1.66% across the board adjustment	
Appleton Professional Fire Fighters-Local #257								
Bargaining-2014	Closed	1/1/2014		Complete	Discuss and provide direction	Direction	Direction provided-pending ratification of contract	
Prep Phase	Closed		6/30/2013	Complete			Educational session with HR Committee on Strategy-	
Open Bargaining	Closed		9/1/2013	Complete			Open session scheduled for September 12, 2013.	
Active Bargaining	Closed		10/01/2013-11/30/2013	Complete			Parties reached tentative agreement/settlement	
Final Contract	Closed	11/20/13 Council	11/11/2013 HR	Complete		Ratification	HR Committee ratification 11/11/2013	
Compensation Plan								
Comp Plan Framework (Grade order listing)	Closed	5/15/2013	05/06/2013 HR	Complete	Discuss and vote	Ratification	Council ratified May 15, 2013	
Steering Team:								
Review Survey Data	Closed	5/21/2013		Complete			Decide & recommend strategy. Strategy recommended for establishment of Control Point and direction provided to Consultant.	
Review Benefits Data	Closed	6/19/2013	6/10/2013 HR	Complete			Decide and recommend strategy. Strategy and data provided to Council	
Recommend final policy	Closed	9/18/2013	9/9/13 HR	Complete		Ratification	Council ratified 9/18/2013	
Final Compensation Plan	Closed	9/4/2013	08/26/2013 HR	Complete	Discuss and vote	Ratification	Plan approved by Council 9/4/13	
Implementation	Closed			Complete		Ratification	Council approved 9/4/13	
Compression	Closed			Complete		Ratification	Council Approved	
Non-Benefit Pay Plan	Closed	12/18/2013		Complete	Discuss and vote	Ratification	Council Approved	
Seasonal Pay Plan	Closed	12/18/2013		Complete	Discuss and vote	Ratification	Council Approved	
Consultant:								
Calculate Control Point	Closed	6/3/2013	6/10/2013 HR	Complete	Discuss and vote	Ratification	Council approved Control Point Recommendations	
HR Staff Review Consultant Recommendation	Closed	6/19/2013	6/10/2013 HR	Complete	Discuss and vote	Ratification	Council approved Control Point Recommendations	
Request for Reviews (1st step appeals)	Closed	11/30/2013		Complete		Informational	51 Request for Reviews were made by employees and submitted to the Consultant for Review	
Policy Team:								

