

City of Amery
COMMITTEE OF THE WHOLE AGENDA

Pursuant to Wisconsin Statutes 19.84, Notice is hereby given to the public that a meeting of the **Committee of the Whole** of the City of Amery will be held on **Wednesday – November 16th, 2022 at 104 Maple St. W, Amery, WI IMMEDIATELY FOLLOWING THE 2023 BUDGET HEARING.**



Call to Order

Roll Call

Order of Items	AGENDA ITEMS
1	Department Head Reports – City Administrator, Police Chief, Fire Chief, Library Director, Director of Public Works, Deputy Clerk-Treasurer.
2	Historical Society Discussion
3	Workplace Fraternization Policy
4	Employee Uniform Policy
5	Police Chief Hiring Update
6	Public Comment/Community Updates**
7	Adjournment

** Although the public may speak on any item that is not included on this agenda as a “Public Hearing or Forum”. In accordance with open meeting laws, the Committee may not respond or discuss the issue brought forward at this time. In accordance with open meeting laws the Committee must notice an item on the agenda to allow discussion on that matter. Your comments will be considered and may be placed on a future agenda for further discussion. Any person wishing to submit a public comment digitally may email them to cityhall@amerywi.gov until noon of the day of the meeting. Although your comments will be presented to the Committee they may or may not be read aloud or discussed during the meeting. The Public Comment Portion will be limited to 10 minutes total for *speakers present at the meeting.*

Respectfully Submitted;

Ben Jansen, MPA
 City Clerk-Treasurer

**Posted: Wednesday – November 9th, 2022, on the City Website (www.amerywi.gov); and at Amery City Hall, Amery Public Library, and the Amery Police Department.

The City of Amery does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or provision of services, programs or activities.

NOTE: Upon reasonable notice, the City of Amery will accommodate the needs of disabled individuals through aids or services. For additional information or to request this service, contact the Clerk-Treasurer’s office at (715) 268-7486 by Noon the previous day so that arrangements can be made.

CITY OF AMERY

1.13 Workplace and Dating Relationships Policy

1.13 WORKPLACE AND DATING RELATIONSHIPS

The City of Amery holds its employees to the highest ethical and professional standards. As such, we have created a fraternization policy that outlines our guidelines regarding employees forming personal relationships with each other. Our goal is to protect the well-being of our employees and retain the professional working environment.

Employees of City of Amery are encouraged to develop and maintain professional relationships in the workplace, so long as these relationships do not interfere with the effective functioning of the workplace and goals of our company. This policy does not prevent the development of friendships or even romantic relationships between coworkers, but it does establish boundaries as to how relationships are conducted during working hours and within the working environment.

Before developing romantic relationships, consider the potential for:

- Workplace gossip
- Conflicts of interest
- Sexual harassment allegations
- Favoritism
- Repercussions of a break-up
- Work distraction

Employees who engage in consensual romantic relationships must conduct themselves in an appropriate professional manner while on company property. They should not engage in any inappropriate behaviors that may cause their coworkers to feel embarrassed, awkward or uncomfortable. This includes, but is not limited to, intimate contact like:

- Kissing
- Prolonged hugging
- Hand holding
- Massaging
- Personal texting, emails and calls

Romantic relationships between managers and their employees are not permitted. This situation is unhealthy for workplace morale and creates a conflict of interest, plus the chance for coercion and/or preferential treatment. Any supervisor, manager or director within the company who engages in a romantic relationship with a member of his or her team must report it to the human resources department immediately. Once reported, the company will analyze the situation to determine a resolution.

Failure to comply with this fraternization policy may result in termination, departmental transfers or voluntary resignation. Employees may report policy violations anonymously. You will not be penalized for reporting inappropriate behavior.

Dated this _____ day of November, 2022.

Benjamin Jansen, Clerk/Treasurer



City of Amery Employee Business Attire Policy

1. That in order to promote a governmental professional image for City Hall Staff as well as City Council Members to be identified by the City of Amery, the policy is to encourage a feeling of pride amongst Staff as well as City Council Members. The City of Amery will provide Business Attire to the value of \$250 each year if deemed necessary. Payment will be made directly to the supplier.
2. Shirts, sweaters and/or jackets may be purchased.
3. The business attire will be kept in neat and clean condition.
4. The attire purchased must have a receipt accompanying said purchase.
5. Any of the purchased items must be worn to all meetings, conferences, or functions of the City of Amery.

Dated: 10/7/2022

City Administrator/Patty Bjorklund