NOVEMBER 5, 2007

Special Budget meeting was called to order by Mayor Meyers at 6:01 p.m., in the Council Chambers, City Hall Plaza.
PRESENT: Michael Feirer, Alanna Feddick, Trish Siegler, Tim Kraus, Ed Wagner, Josh Hansen, Donald Krueger, John Spiros, Tom Buttke and Pete Hendler
ABSENT: None

The flag was saluted and the pledge given.

CITIZEN COMMENTS
Gary Gray of 507 West Park Street. He feels that the salary for alderpersons should be increased. They are the people who help run city government and this is a very important function. With that major responsibility, you should have to pay for it. He recommended giving the Council an $800/year raise. We are only talking about $8,000 for the year and it would only be half of that for the first year because only half of the council would receive the increase. He also recommended expanding the definitions appendix in the budget.

Chairperson Buttke of the Finance, Budget and Personnel Committee assumed the chair.

The City Administrator recommended the following changes to his 2008 recommended budget:

EXPENDITURES:		**Increase**	**Decrease**
Ring Saw	6015361035.353620.58400		$ 3,650
Coll. Sys. Equipment (Ring Saw)	60118510	$ 3,650	
Coll. Sys. Equip. Lateral TV Camera	60118510	10,500	
Transfer to Debt Service Fund	4305900008.080301.59230	500	
Electric	4305772831.310000.52220		100
Water	4305772831.310000.52230		250
Sewer	4305772831.310000.52240		150
Recon. E. 29th Street	4325733131.311912.52400	806,920	
Impr. Yellowstone Pk.	4325733131.311748.52400		806,920
Zoo S&P	1015541063.630000.53400	500	
Zoo OT	1015541063.630000.51140		500
Zoo Various Fringes	1015541063.630000.various		105
IT Various	1015145007.070000.various		22,208
Elections ER Ret	1015144006.060000.51510	253	
Elections EE Ret	1015144006.060000.51520	330	
WU Network Stor.	1015690170.701889.58200		3,133
REVENUES:			
WU Network Storage	10147000070.701889.47418		3,133
Transportation Aids	10143000008.080000.43531		1,612
Conn. Hwy. Aids	10143000008.080000.43533		1,317
Fund Balance Applied	10149000008.080000.49300		21,435
Fund Balance Applied	10149000008.080000.49300		29,995

CC07-345 Motion by Kraus, second by Feirer to approve the changes as presented. Feddick voted Naye, rest Aye.
Motion carried

Administrator Brehm had a few additional changes to his 2008 recommended budget. Part of the State's budget increased the tipping fee by $2.10. That impact to the city's budget would be about $14,500 in additional costs. Correspondingly the State also increased the appropriations for recycling grants. His recommendation is to increase the Garbage and Refuse Disposal budget by $14,500 and increase the state grant for recycling by $16,858. In addition to that, a project has come up unexpectedly which pertains to the fuel farm at the Airport. There are entitlement dollars in 2007 and 2008 to pay for that project. The city's share would be 2 ½% or $7,500. What he is proposing is that the Airport Outlay account be increased by $7,500 which is the city's share of this fueling project totaling $300,000.

CC07-000 Motion by Feddick, second by Feirer to increase the 2008 budget by $7,500 and increase the tax levy by $7,500 to pay for the city's share of the Airport Fuel Farm.

Alderperson Feddick questioned why this would be coming out of tax levy.

Administrator Brehm said that the final values of the Assessor have come in. Those final values have given the city an additional $6,700 more in taxes without changing the rate. Although this increases the levy $7,500, what he is proposing will have no change in the tax rate because the values went up to offset that. You can vote on the changes one at a time or do them all but the impact of his recommendations will have no change on the tax rate.

Alderperson Hendler recommended doing all the changes at one time.

The motion and second were withdrawn.

CC07-346 Motion by Hendler, second by Kraus to approve the changes as recommended by the Administrator. This would increase the Airport Capital Outlay budget by $7,500 to be funded by tax levy of $7,500. To increase the Garbage and Refuse budget by $14,500 for the additional tipping fee that was put into the States budget. The $14,500 is going to be offset in part by an increase in the State Aids for recycling grants by $16,858. As a result of that, the Fund Balance applied could be reduced by $1,558. The net result is an increase in the tax levy of $6,700 because the values went up. The tax rate would remain the same and there is an internal shift as to the tax levy between the Airport Outlay account and the General Fund account. It balances out to a zero tax rate increase. All Ayes
Motion carried

Alderperson Hendler said that his concern is with personnel issues. On the 2008 general fund budget out of that particular section we had 63.6% in terms of personnel costs. This is a little high. He would rather be closer to 50% - 55%. This is extremely difficult to do. When you talk about personnel it generally becomes a very contentious area but as a representative of his district he needs to be prepared to voice concerns because his comfort level with something of this nature is not very strong. He would like to recommend some changes. The Fire and Police Department is paramount to this community for safety and security reasons but there is some flexibility in other areas. One of the areas of change is in the area of public works. He recommended that the Director of Public Works and the City Engineer position be merged. By doing so we would still have an accepted level of performance and in doing that we may need to bump the salary up for that individual. He would also recommend along with that to reduce the department by one engineer. That will result in a $50,000+ savings including fringes. The other

area of concern is the fact that the Street Department has lost five people. They are going to need all the help that they can get this year.

CC07-000 Motion by Hendler, second by Wagner to merge the positions of Director of Public Works and City Engineer and to reduce one engineer from that department. Also to move one person from the Parks and Recreation Department to the Street Department.

Administrator Brehm said that it will take them some time to figure out the dollar amounts.

Alderperson Kraus questioned if Alderperson Hendler meant moving one maintenance person from the Parks and Recreation Department to the Street Department.

Alderperson Hendler responded that that was correct.

Administrator Brehm said that a Staffing Needs Analysis Study was done in October 2003 by Public Sector Personnel Consultants because there were concerns expressed by several council members as to the staffing that we had. Was it too much, was it not enough? According to the Study, they recommended that the Public Works Department be increased by one city technician. In regards to the Public Works Street Division, they recommended that this department be reduced by three positions. They also recommended the reduction of two equipment operators in the Parks and Recreation Department. Based upon this study, we basically have been following that report in its implementation down the line. That is one of the reasons there was a reduction in the Street Division.

Alderperson Spiros requested that instead of one motion if there could be two separate motions. Besides the cost reduction on the public works side, what is the benefit of combining these two positions?

Motion and second were withdrawn.

CC07-347 Motion by Hendler, second by Wagner to merge the positions of Director of Public Works and City Engineer and to reduce one engineer from that department.

Administrator Brehm commented that about four years ago there was a recommendation that this department be expanded. A change of this significance as being proposed deserves more discussion before action is taken. The appropriate body would be the Finance, Budget and Personnel Committee.

Mayor Meyers agreed with Administrator Brehm. He was never really comfortable with the action that was taken a couple of years ago to reduce a position and even more so now given the fact that it was just proposed tonight and action is taken on it tonight. It really doesn't allow the public much of an opportunity to kind of know what you are up too either. He also would like to know what the benefits are. What are the effects on the department and the services to the general public for combining these positions? If there's no answer to that then that leads him to believe that maybe this is something that should go through the Administrator's office who could come up with a recommendation and then go through Finance, Budget and Personnel and then to the Common Council.

Alderperson Feirer stated that he was involved with the gentleman that was removed a few years ago. It is an embarrassing situation if you sit here and have people vote to remove a person's job at a whim. He is not saying this is a whim but you have to look at the two positions, the one you want to eliminate and the one that you want to merge with. We have to know what both parties do at any given day. Just because we want to save $50,000 - $60,000 that is not the excuse. You have to look at what both positions do and get all the facts to see if it is possible and feasible to do this. He doesn't feel that you can take these two jobs and throw them on one person.

Alderperson Siegler said that Alderperson Hendler stated that he was more comfortable with personnel costs being about 58% of the budget versus the current 63.6% as proposed in 2008. What are other city governments operating at or what is the norm? We are a service industry so she would expect our personnel costs would be significantly higher.

Administrator Brehm answered that the 67% is not unusual, it is very typical. This is 67% of the general fund. When you take all the funds involved as far as personnel costs it is approximately 54%. The ratio is comparable to other municipalities. We are a service organization. We are heavy in labor and personnel costs and this is not unusual. To bring it down to 50% of the general fund would result in some significant service reductions.

Alderperson Feddick said that we need to watch our bottom line and our costs and expenses. It is only going up. Regarding the Staffing Report of October 2003, it appeared at that point that the Common Council wanted to increase the number of design projects that were completed in-house. Because of that, they wanted to employ an additional engineering tech. It is her understanding from everything that they have heard from the Engineering department that they are contracting those services out because they are more cost effective.

Alderperson Krueger feels that the Council does not have enough information to vote on this item tonight.

Alderperson Kraus stated that they go through this every year at budget where it's the inopportune time to talk about personnel issues. Yet he would like somebody to come back and show him in the last three years where there has been a suggestion from staff, or from any department head or council member as to combining or reducing not through attrition but any personnel positions. Less than a month ago we were made aware that we have insufficient personnel numbers within the Fire department which puts every one of the 10 council on the hook for liability. He would sooner consider consolidating a couple of job descriptions so that they could protect us, not only from a liability standpoint but from a life or death or personal property standpoint.

Director of Public Works Knoeck explained that they have utilized some contracted services but by no means is it the majority of their engineering work that's being done. The biggest contract that they have right now is Yellowstone Industrial Park. That was a project that they hoped to do in-house but because of their capacity they couldn't do that in-house. They have other engineering in specialized areas. The storm water management plan is under development. The storm water pollution loading model needs very specialized software to do that so that is being done by an outside consulting firm. The other one that has outside services is the South Central Avenue design project which is under the DOT's jurisdiction. The average cost of the city's engineering department is in the range of $45-$50/hour. The rates the city is paying for

Yellowstone Industrial Park for their services, their survey staff ranges from $75-$90/hour. Their project engineer which does the bulk of the work bills out at $90/hour. The project manager who has about 10% of the time on that contract bills out at $110/hour. Some of these positions are billing out at 150% - 200% of what the staff time is. As long as you have engineering needs, if you have public works projects, it is much more cost effective to do those things in-house than to hire a consultant.

Administrator Brehm added that typically when you contract for services independently of staff you do it for several reasons. There is a special expertise that you are looking for or it is an issue of timeliness.

City Engineer Turchi explained that this same issue came up back in November of 2004. He presented a report to the Finance, Budget and Personnel Committee regarding the costs associated with doing a project in-house and doing a project by a consultant. From that study back in 2004, the average cost to do something in-house was about 6% - 7% as compared to 10% - 12% by consultants. On a $2 million dollar project that is about $180,000 saved by doing work in-house.

Alderperson Siegler said that she would be abstaining from the vote because her husband is a professional member of the engineering staff.

Vote on motion **CC07-347**; Feddick, Kraus, Wagner, Spiros and Hendler voted Aye, Feirer, Hansen, Krueger and Buttke voted Naye, Siegler Abstained.
Motion carried

CC07-348 Motion by Hendler, second by Kraus to transfer a maintenance staff position from the Parks and Recreation Department to the Street Division.

Mayor Meyers asked Street Superintendent Panzer to elaborate on the snow operations and how it affects both the Street Division and the Parks and Recreation Department.

Street Superintendent Panzer explained that the way they are currently set up they are really two separate and distinct operations. There had been some discussion years ago on what responsibilities the Parks and Recreation department were going to take over and keep maintained for winter maintenance. There were also the areas that the Street Division was going to have responsibility for. Those separations have worked quite well in the past. Basically the Parks and Recreation Department are responsible for the trail system, sidewalks around their facilities, a few outlaying sidewalk facilities, their own parking lots and the zoo area. The Street Division has the responsibility for all the streets, the alleys, approximately 6 miles of public sidewalk and then through contracted services 11 municipal parking lots.

Director of Parks and Recreation Englehart said that one concern would be the impact of the majority of time that individual spends at other functions other than snow removal in the winter. He doesn’t know right now the impact of that but cul-de-sacs won’t be plowed fully or delayed. Following the Staffing Study, staff has analyzed and looked at ways that they could lower prioritize some park snow removals. There are a lot of unknowns. There are a lot of expectations from the public.

Administrator Brehm added that one of the reasons why the Parks and Recreation Department has been able to take on more services is that the Council has approved contracting for additional services to assist our existing staff. We have been able to maintain what we have because of that. If you are going to transfer a position then some of those things will have to be looked at to determine to what extent and how fast should the department respond to them.

Director of Parks and Recreation Englehart stated that a lot of money and staff time was put into the Staffing Study. When they took over the Oak Avenue Community Center, they did receive a position with that facility. A few months after that there was a shift and he recommended to the Finance, Budget and Personnel Committee to not fill the position and the position was not filled. In the report it did say that they should reduce two maintenance staff but add one at the zoo. Essentially they have done that. To lose two maintenance staff was if they could address all of their athletic field maintenance by contracted services. They did lose the one position and shifted one position. So they do look at their operations. They just don't rubber-stamp it. They need these personnel and they want to maintain good service for the public.

Vote on motion **CC07-348**; Feddick, Kraus, Wagner and Hendler voted Aye, Feirer, Siegler, Hansen, Krueger, Spiros and Buttke voted Naye.
Motion failed

Alderperson Spiros said that for the last three years he has talked about the Liaison Officers. He has asked for the School Board to participate with the Liaison Officers. The School District has not stepped up to help fund this position. Other students than City of Marshfield residents have benefited from these positions. He feels the city has given the school board the opportunity for 3 years and he has not seen where the school board has stepped up to help fund it.

CC07-000 Motion by Spiros, second by Feddick to eliminate one Police School Liaison Officer.

Police Chief Stroik stated he has approached the superintendent. They are laying people off and cannot afford to help us out. The difference between a patrol officer and police liaison officer salary is about $2,500 plus roll ups. Chief Stroik and the Fire and Police Commission have the authority to assign people to the school. He will assign officers to maintain the safety in the city. If he believes there is a crime occurring in the schools, he has the authority to assign officers to that school.

Alderperson Kraus stated Alderperson Stauber brought this up 5 years ago and we approached the school and they haven't stepped up. These programs start out as grant programs and then the Police Department and school districts split the cost. That's not what happened here. You would not have to lay off a person because you have a person retiring later this year. If you decide to pull the police liaison officer out of the school, we are saving $60,000 in tax payer money by not funding that position. 33% of the school district lives outside the City of Marshfield, right now. Our residents are paying for a non-resident benefit.

Police Chief Stroik stated we are accountable for every crime committed in the City of Marshfield, whether it is committed by a resident or not. We are here to protect our citizens. In

1986 the first Police Liaison Officer was grant funded. The Council in 1989 decided to continue to pay for the position. In 1998 as a result of a Leadership Marshfield project, an existing officer was assigned to the school. This position needs to be kept.

Alderperson Buttke asked Alderperson Spiros to clarify that his motion was not to eliminate an officer, but that he wanted to take an officer out of the schools because they are not helping fund it.

Alderperson Spiros stated that's what the motion is, however if there is an ordinance that says Chief Stroik can put an officer in the schools then the motion would be to eliminate one position to make a point with the school board that they are going to lose this. If there are processes that can override the decision, then we will have to go to another step. The motion is to eliminate one unless the school board will help fund it.

Alderperson Buttke stated he is in favor of getting the school board to help fund this position, but he is not in favor of eliminating the position.

Police Chief Stroik stated that we attain revenues from the school district, such as sporting events, dances, any special events we charge back those costs at an overtime rate a pay. That $2,600 we are earning that back, but we are putting extra time in. The middle school officer covers all elementary school and they have been at Lincoln School each day for the past 1 ½ weeks dealing with a problem child. Do you want an officer that is not trained in handling juveniles or do we train everyone in dealing with juveniles. He understands what you are saying, but what is the better way? The cost is probably $2 a household for the year.

Alderperson Hendler asked if the Mayor and the Administrator have approached the school board.

Administrator Brehm has approached Mr. King, the Superintendent. They are in financial difficulties, they are laying off people. They feel there is a value to the program, but they don't have the money to participate.

Mayor Meyers stated he has talked to Mr. King and Mr. Saucerman and got the same response. The timing of it coincided when the Marshfield Clinic started paying property taxes instead of paying the payment in lieu of taxes and the school district took a significant hit. They make less with the clinic paying property taxes than they did with the payment in lieu of taxes. Another point is the fact the liaison officers can be used anywhere in the department when they are needed. They are used on the streets when there is no school. Their assignment for 9 months out of the year is in the school district.

Alderperson Feddick stated she agreed with Alderperson Spiros. She doesn't think that the school will not be as safe with one officer as the two we have now. A police officer is going to get into a situation with a gun without backup, so a second officer is going to have to come to the school anyway. The revenues that are incurred from football games, etc. are still going to happen because police security is still required. She would like to see all officers trained to deal with juveniles. It doesn't make sense not to. All officers should be trained in all areas. She supports eliminating the school liaison officer.

Police Chief Stroik stated the officers are trained in the basic level in all juvenile issues. It's the juvenile sexual assaults and the ability to interview a 13 year old that has been sexually assaulted while under the influence of drugs or alcohol. It's difficult working with kids. If the Council is absolutely set to eliminate one police liaison position, he asked that they direct him to cut the equivalent amount somewhere else.

Alderperson Feirer stated he felt everyone should talk to these officers and see what they are really doing. He understands it becomes a financial thing with the school and they always say they don't have money. But you have to look at the program. They walk through the school and stop a lot of things before it happens. If you have one, that person is going to be busy because they have a lot of schools. He feels the Council tends to over manage some things. The Department head wants to keep the position; he thinks it's something that should be looked at. We are trying to make a point, but they don't have any money.

Alderperson Wagner stated it is difficult for him because he has said over and over again about the budget being something about what you value the most. He feels where you put your money in is what you believe in. One thing that he believes in is the protection and safety of our citizens. This is difficult for him to consider voting for this, but what is getting him is the school board is also telling us what they value and they don't value it if they won't pay it. This is the only leverage we have to tell them how strongly we feel that they should be picking up some of these costs. The School Board has to show us that they value it too.

Alderperson Buttke agreed with Alderperson Spiros and is frustrated as well with this. He has spoken to a school board member and it was stated they have never heard of this. He asked Administrator Brehm to attend a school board meeting to get it to the board that we just want some commitment from them. This is a very valuable program. He asked Alderman Spiros to put this issue off for another year.

Alderperson Hendler stated this is a very difficult call for all of us to contemplate. He understands the value of trying to make a point, but maybe this is not a good time to make this point. He thinks the show of the police officer in the halls of the school is good because it acts as a deterrent.

Alderperson Spiros withdrew his motion for one year as long as the City Administrator and the Mayor agreed to meet with the school board. They have to understand that next year I'm going to make the same motion.

Alderperson Feddick stated that she thinks it is a serious issue and she wants to bring it to a vote, but since Alderperson Spiros withdrew his motion she will withdraw her second.

Motion and second were withdrawn.

A discussion was held regarding whether or not Alderperson Spiros wished to eliminate the position within the schools but maintain a patrol officer position within the Police Department.

Alderperson Spiros stated he has no problem with the person being in the schools, he just wants the schools to pay part of the costs.

Alderperson Kraus stated the problem is the Chief has the discretion to decide where he is going to put his police officer. If you cut the position because the school board won't pay for it and you think that is going to make them pay for it and they don't, the Chief is still going to send someone to the school district as a liaison officer. He thought the motion was to cut a position.

Mayor Meyers stated the direction has been to the Administrator and himself to address this with the school board and we will make it very clear to them that Alderman Spiros intended to cut the position from the school district. If the School District chooses not to fund that position, then we would end up losing a police officer in the city, which was Alderperson Spiros second choice. Going into the talks we will make it very clear what conversation took place here.

Administrator Brehm stated the Fire and Police Commission have special powers and they run the department with certain exceptions. Where the Common Council comes in is they control over the purse strings. Your control is the ability to control what financing you want to give them on an annual basis. How the Chief manages his department with the money he's got is his discretion.

Terry Frankland stated he agreed with Chairman Buttke. We can go to the school board and talk and see what they will do, but he agreed it is a very vital position. We have to look around to other communities to see what can happen.

Recessed at 8:07 p.m.
Reconvened at 8:21 p.m.

CC07-349 Motion by Spiros, second by Krueger that the City Administrator, Mayor and President of the Fire and Police Commission approach the School Board regarding the funding of the Police School Liaison Officer. All Ayes
Motion carried

CC07-350 Motion by Spiros, second by Kraus to remove item PR-L-2805 for the new bear exhibit design in the amount of $20,000 from the budget.

Administrator Brehm stated the funding source on that is room tax; there is no impact on the tax levy. He explained the Room Tax and its purpose. The Room Tax was approved by the Common Council to promote Marshfield. A portion is given to the Convention and Visitor Bureau to promote Marshfield, the other part is used for Parks and Recreation projects, things that people would visit Marshfield to see.

Parks and Recreation Director Englehart gave some background on this project. In the CIP for 2009, we projected $650,000 total for a new bear exhibit. He feels we need to get some hard number and that is what this $20,000 would go to. This issue has been going on for 5 years. The State of Wisconsin has new standards on bear enclosures. We had lost one bear so we are still in compliance. We have a very old bear, but if we lose this bear, we would not place another single bear. We don't like to have our exhibits with only one animal and we could only house one in the current exhibit. The structure is aging and needs to be addressed. We had received a conceptual plan at no cost and that was a concern because there were very broad ideas on cost estimate and the location. It was a very nice conceptual plan, but the Parks and Recreation Committee and Zoological Society never got on board. But the issue never went away. We had

a zoo master plan update a few years ago, we had funding set aside to use a consulting service to assist with that, but we ended up doing that with a lot of volunteer hours. These dollars were carried over from that. That's why it was proposed to get professional guidance on this design. They are hoping for donations to fund this exhibit and he feels he needs some type of information to help raise that money. The bear exhibit is the key feature of the zoo. This money does not commit us to the project, but we would have better information and a designated project. The current project is heavily weighed on donations. Right now the Zoo Society has about $10,000; $500,000 of that $650,000 is donations; room tax was another $70,000; and operating funds or general funds are $80,000. There are a couple of other communities who have constructed bear exhibits that range from $300,000 to $600,000. If you want bears in the zoo, we need to address the house.

Alderperson Kraus said the reason that he seconded this is because he doesn't want to see $20,000 thrown towards something that we really don't even realize what the final outcome is going to be, the operations and maintenance costs as well as the final product.

A discussion was held regarding the cost of bears.

Parks and Recreation Director Englehart stated that we are looking for a minimum of two bears as a starting point. The conceptual plan did show the idea of black bears on one side and grizzly on the other which was a pretty impressive concept and exhibit, but they are trying to rethink that. He feels that the public needs to step up first and that it has worked for a lot of our other plans where we make that commitment and try to get that base pool set up. He feels the zoo seems to have a lot of positive backing in the community. If we have a good plan with some good drawings, he feels the public would come forward, but you are going to need some major dollars and generally with most projects it is three or four major contributors.

Alderperson Buttke said that he did take the tour and went to Baraboo and Henry Vilas Zoo in Madison. That conceptual drawing that somebody donated was impressive and that is why we went to the other zoos to really see what is maybe realistic out there. He agreed that we have to get a drawing and see what we are really looking at.

Alderperson Wagner said he might be more willing to support this conceptual plan idea if the plan came back and gave us life cycle costs of the bear exhibit not only what the cost to build it but what it is going to cost to maintain it. And his biggest objection is that we just can't keep adding things. We have to support them in the future. If we build this bear cage it holds us for maybe 20 years, because that is the life cycle of it. So, if this report comes back and tells us over the life cycle it is going to cost us this much to do this and then the Council can make the decision of whether or not it wants to proceed with that then he would be in favor of proceeding.

Alderperson Feddick was concerned about spending $20,000 if the plan comes back and says it is going to cost $600,000 and there are no major contributors.

Alderperson Kraus asked if the capability is there to do a joint venture on this $20,000. Does the Zoological Society have donations in hand already or is this all word of mouth? He would not be against this if the ball were already rolling and we had some substance or some concrete foundation as far as dollars go to help it go. He feels we need to change our viewpoint on this City and instead of trying to sell it for commercial and industrialization we need to sell it for

quality of life. Is this going to be a justified project and is there anyway that we can get some joint partnership on funding to get the conceptual utilization done.

Parks and Recreation Director Englehart stated Wildwood Zoo was honored as the top tourist attraction by the Convention and Visitors Bureau a couple of years ago and he felt that this would be a good way to expend those dollars. He said that the Zoological Society has helped a lot and they have not had some of the better years with their fundraising efforts the last two years.

Alderperson Krueger expressed his concern of having to spend $20,000 to get a design and it cost us $650,000 or $700,000, next thing happens and we can only raise $250,000 and now we have to cut it back to maybe $400,000, so now we need to spend another $10,000 or $15,000 to redesign this to come up with that amount of money.

Parks and Recreation Director Englehart said he is not saying that the project will be $600,000. We need to be realistic too. Although Baraboo has a nice exhibit he thought it was relatively less than what he has seen in Chippewa Falls. There is no guarantee in this design process that we would come up with the $650,000 project. It is an expensive proposition whether it is $300,000 or $600,000.

Alderperson Siegler said she didn't think anybody here is against having a bear exhibit, but felt that the concern is that this project could become a massive project that is going to have long term costs associated that the taxpayers are going to have to pick up. She also felt that Alderperson Wagner's point to looking at the full costs of operation of a new bear exhibit over the next how many years is important too in determining whether that project would ever move forward.

Vote on motion **CC07-350**; Feirer, Wagner, Hansen, Buttke voted Naye, rest Aye.
Motion carried

Alderperson Wagner expressed concern about the fact that the Fire Department is below the standards in manpower. He suggested that we start adding two firefighters per shift per year for the next three years. He suggested adding two entry level firefighters in the 2008 budget, two entry level firefighters in the 2009 budget and two entry level firefighters in the 2010 budget. In order to accommodate the funding for these two positions he suggested the following:

1) Delete various GIS programs.
2) Cut the position of Director of Planning and Economic Development.
3) Transfer the GIS Coordinator to the Engineering Department.
4) Transfer the Zoning Director to Building Services.

If he has to make a choice between an administrative position and public safety he will come down firm on the side of public safety.

CC-07-351 Motion by Wagner, second by Feddick to include in the 2008 budget funds to hire two firefighters during the calendar year 2008. To declare the intent of the Common Council to hire two more firefighters in calendar year 2009 and two additional firefighters in 2010. In

keeping with "parameter #9", the motion includes making the following deletions from the budget.

- Deletion of the position of Director of Planning and Economic Development.
- Transfer of GIS technician to Engineering.
- Transfer of Zoning Administrator to Engineering under Building Services.
- Deletion of the following items from the IT Budget:
  1. $7,100 for additional GIS ArchInfo License (I09).
  2. Deletion of $14,120 for three "ruggedized" PCs for engineering, water utility and sewer (I08).
  3. Deletion of $2,000 for GIS Network Analysis Software (I10).

Alderperson Buttke asked City Administrator Brehm to talk about the true amount that it would take to fund the addition of additional firefighters with benefits.

Administrator Brehm said that he didn't have the specific numbers, but thought the amount would start out at about $70,000 a year with benefits. With the Director of Planning and Economic Development he would need to look at the detailed sheet on that, but it is probably close to that amount. He feels the Director of Planning and Economic Development position is very valuable to the community. The proposed combination of the Engineer and the Public Works Director was done without even asking staff or himself as to the implications and also proposing to add onto that combined position the responsibility of zoning and GIS. He supports the position of Planner and he supports a separate position of Engineer and Public Works Director. There has been numerous studies done on the organization of the Engineering Department in the past and the current organization is a result of the last decision made by the Common Council. Perhaps going back to the issue of timing, as a result of that staff evaluation study in 2003 the Common Council through the Finance Committee has required that all new positions or all filling of existing positions be brought to them for consideration and that has been done. The Common Council without exception has approved all of those position requests. To proceed in this direction without any thought as to the consequences is the wrong approach to take. One of the directions that the Common Council had of him in his annual review was to take a look and evaluate the Planning Department in conjunction with the CDA, in conjunction with MEDA and in conjunction with Main Street and MACCI and we are in the process of doing that and he will be bringing something to the Council very shortly for their consideration. To make these decisions without to his knowledge any thought or planning is or without even contacting staff to find out what really goes on in those departments and the positives that they are making to the community and the work that they do produce he thinks is wrong. He thinks it is wrong to do that. He's not saying that it's not wrong to look at positions and evaluate them, but he thinks you need to evaluate them based upon some merit and he just doesn't see that happening.

Alderperson Wagner stated he did a lot of thinking about this. It was a tough decision

Alderperson Feddick concurred with Alderperson Wagner. She is tired of our community dying more and more because of the regimen that they have to go through. We want our community to grow; we want the City to grow. She is tired of hearing of businesses that will never do business here in Marshfield again because of the difficulty that they have had. It is time for us to streamline the way that we do business. It is time for us to change the way that we do business and as the Common Council it is time for us to make the tough choices that we need to make in order to make our City prosperous.

Administrator Brehm disagreed with Alderperson Feddick's statement of our City dying. He said he feels that our City is in a strong, healthy position. We have had modest growth. And we have had regular growth. We have not had growth in leaps and bounds, but the growth has been there. Working on it from the other end, one of the things that was organized by the previous planner was the development review team. And from that perspective one stop shopping. Developers and planners of projects come before that team and their proposals are reviewed without having to go to multiple departments individually. He has received positive comments about that, not only within our community, but outside of our community. Our community is not dying.

Mayor Meyers said that he wasn't going to defend any one position, but to clarify a point that was made and the comments that people made in the general public who feel that we are too strong handed and we have too many regulations and now we have to cut back and make everything easier for all potential developments. He referred to the sign code. People in their departments don't develop a sign code. The Plan Commission developed the sign code. People in the departments facilitate development whether it is a sign application or an existing sign. They interpret the code and they administer the code administratively in the department. The sign code in particular didn't come to Marshfield with any individuals. It came about after two or three years worth of study through the Plan Commission. Zoning issues are brought about in order that people follow city code and the city code is voted on and agreed upon by the City Council, so if there are issues of being too tough on potential developments than the issue lies in the Plan Commission and any possible changes they might open to in the sign code or the City Council in any possible changes they might want to make in the city code in regards to the zoning. And that is where those issue lie and not in staff people.

Alderperson Kraus stated there is a liability out on the line due to liability that we didn't know about three months ago. If they respond to a fire and the house burns down and that person goes back and says why didn't you stop it and they do an investigation and they find out that we don't meet the national code or God forbid somebody loses a life because we don't have the manpower to go and do a search inside of a house because we are waiting for more people to show up because you got to go two outside, two inside. This is where we have to draw the line for our residents as to what is more important and in his mind there is absolutely nothing more important than public safety. With that said that is the reason why he is going to support this. He thinks it is a good start to fix a problem without burdening the taxpayers any more than we have to.

Director of Planning and Economic Development Miller made a couple of clarifications on the information on the GIS software.

1) The ArchInfo license is not a license for the Director's PC. It is a floating license. It would be a concurrent license to be utilized to do data entry into the GIS. Currently there is only one license that can edit the GIS database and that is the GIS Coordinator's license. He is the only one that has the ability and this would allow a concurrent use license to allow additional editing capacity.

2) The Network Analysis software is also not for the Fire Department. The Network Analysis software is an extension that we had the ability to have a temporary use license in order to do some modeling for the response times. That is not the only capacity that we could use that in. That is what we used it for this time, but it does have additional capacities. That is not the only way that the Network Analyst can be used.

When the Common Council adopted the City's Strategic Plan they said that some of the issues that they wanted to make their top priorities were sustainability and economic development and she felt that removing the Director of Planning and Economic Development position goes contrary to that.

Fire Chief Schmidt stated he appreciated the realization that the Alderpersons have realized the need for our additional personnel. He is happy to see that the realization is out there for the majority if not all of the Council as far as the need for something different than what we currently have at the Fourth and Vine location, however he does have to say in all fairness as well it does ignore most if not all of the studies that were done previously. It does ignore the equity of services that he has been pointing out on several different occasions. It does still put us in a single source location. We have a central railroad situation where we still have a situation where we could have a hazardous materials spill or some incident in the center part of town where we are potentially dividing up the community. He felt that it was important to bring these points out as well.

Alderperson Buttke asked Fire Chief Schmidt what his plan would be to address the fire station issue. The second station versus the staff that you need.

Fire Chief Schmidt responded by saying that is a really open ended question. There are a lot of issues attached to that. The CIP Plan has recognized the purchase of property. This year however, as City Administrator Brehm indicated, that particular amount of money is inadequate for that purpose. And also consistent with the CIP Plan we would have the design and engineering in 2008. We would have the construction in 2009 and 2010 and then currently in the CIP, it indicates the remodel of the current fire station. Again there is some discussion as far as do we remodel or do we raise that Fourth and Vine Fire Station and start over and build something potentially greener, smaller, and more economical to run and operate down the road. The staff issue with the second fire station is a parallel issue, but we also understand the need to be fiscally responsible. We understand the need to live within the levy limits that we have as a municipality. He anticipates strategizing a way to fund that particular important part of this whole project to get us up to as Alderperson Wagner and Alderperson Kraus said, the standards that are out there today.

Alderperson Siegler said before we go hiring additional fire staff, she would like to see us further explore agreements with the Township of McMillan, and other areas to look at how we can more regionalize the fire and ambulance services so that we are not fully supporting the costs to have this superior service.

Fire Chief Schmidt said the first issue is the Town of McMillan mutual aid agreements. Currently we have three mutual aid signed agreements with fire departments around our area. They would be the Hewitt Area Fire Department, the Richfield Fire Department and the Spencer Fire Department. Mutual Aid Agreement as we define it is that if we have a fire in the City of Marshfield they come at no cost to us and visa versa. There is a reciprocation of a no cost type of scenario. Town of McMillan, it has been his understanding from the previous Chief that they want to charge us for personnel costs if they come into the City of Marshfield for a fire service or for a fire call. To him that is not a definition of a mutual aid agreement that is more of a first standard type of a contract. The second point you talked about is regionalization. He gave several examples of how regional the Marshfield Fire and Rescue Department currently is. We cover approximately 300,000 square miles with our Paramedic ALS and BLS ambulance. We

cover all of Wood County for emergency hazardous materials response. We are part of a Central Wisconsin Collapse Rescue Team, which includes the cities of Stevens Point, Wisconsin Rapids, and some communities around Stevens Point. He would be happy as a Fire Chief to take some of the services that we have and contract with some of the municipalities around us. And we have the training and the infrastructure already in place for it to be more regional. Previously there was a Rural Board Fire Association that was disbanded many years here. That was a very regional type of concept. There are a lot of things that we can do in Central Wisconsin, but again like Police Chief Stroik mentioned we don't have the municipalities like Wausau has around them to rely upon in an appropriate amount of time or a quick response type of scenario.

Alderperson Siegler said she could see where paying certain fees for personnel costs is probably less expensive than putting two firefighters on staff. Our Ambulance Service is self supporting. We also have if not the lowest rates, one of the lowest rates in the area. It does look like we have room to increase those rates slightly to pay for the additional staff that might be needed.

The Council discussed Mutual Aid Agreements.

Fire Chief Schmidt said that we are certainly in a position to look at our ambulance contract as well as our individual rates that we charge our customers.

Alderperson Hendler felt strongly about increasing firefighter personnel.

Alderperson Kraus said that Alderperson Wagner just gave us an opportunity to start to fix this and if we knowingly avoid it we are not doing our job.

Alderperson Buttke agreed that the understaffing in the Fire Department needs to be taken care of, but he didn't agree with the way that we are going about it to do it. He felt that they were basically stealing from another department and taking things away that can also hurt us.

GIS Coordinator Schneider spoke to the necessity for the technology equipment that is listed in the budget. They are accumulating an enormous amount of very valuable data within the geographic mission system here in the City. The need has come to get that data out in the field. It is the next step in our implementation of an enterprise GIS system. As far as another editor license, if we had the ability to edit this with another person on staff it would greatly increase our GIS capacity.

Alderperson Siegler agreed with the GIS Coordinator Schneider. It is absolutely imperative to have that information out in the field. Although she questioned the need to have three rugged PCs, because she felt that we could try to share. Although inconvenient, she felt that it would possibly work. She suggested that the motion be amended at some point to include one of those.

Alderperson Siegler asked City Administrator Brehm to take a look at our Ambulance rates to make those more comparable to our local comparisons so that our residents are still getting a tremendous value and that we can look at some additional funds that might be available to help fund additional fire personnel.

Recessed at 9:44 p.m.
Reconvened at 9:54 p.m.

Mayor Meyers asked Administrator Brehm if he had some budget cuts to recommend.

Administrator Brehm felt that there are other considerations in capital projects to take a look at. One of his concerns he has is the impact on the expenditure restraint program. That is a very significant item for consideration. Right now we are at about $45,000 under the expenditure restraint program. And what that means is that if we were to go over our allowable increase in general fund expenditures we would lose the $650,000 in state aid in its entirety. It seems that the motion that is currently on the floor is the one that is going to have the first significance on the expenditure restraint program and at this point it appears they are balanced to some extent. In looking at the aspect of trying to balance the needs of public safety, one suggestion that he would have is to take a look at some of the capital projects. Typically in the past, the Common Council have set these capital projects and have kept away from the service levels and the impact to the individuals in those positions Several suggestions for your consideration in lieu of the combination of engineering and the elimination of the Planner's position is taking a look at some outlays.

The following are his suggestions in substitute of reducing personnel or consolidating personnel:

1. Page T-1, Aerial fly over and Planmetrics. The fly over needs to be done first and the Planmetrics can be delayed for one year. Planmetrics is $59,840 and that can be put off from 2008 to 2009 without jeopardizing that project. That is all tax levy.
2. Page T-2, City Hall Plaza Lighting Replacement for $20,000.
3. Page R-22, Downtown Kiosk for $16,000.

Fund balance is another way that you can do it and in the original changes that he presented, we reduced using the general fund balance by about $50,000. That can be used instead of position request. We can perhaps apply a little more to the general fund balance and just stay within the percentages. He suggested having another special meeting if the goal is to increase staffing in protective services to give staff some time to be able to look at other options to be able to fund those two additional positions. Positions are very valuable and his preference would be to cut away capital projects rather than cutting positions.

Mayor Meyers said Fire Chief Schmidt mentioned that there are some possibilities for federal funding for new position like this. He asked the Fire Chief Schmidt and Deputy Chief Dolens to go over what the procedure, expectations and the timelines are for securing federal funding for new positions.

Deputy Chief Dolens explained the grant process in detail.

Alderperson Kraus asked Alderperson Wagner and Alderperson Feddick to consider instead of reducing the rugged laptops from three to zero maybe reducing it from three to one as Alderperson Siegler said and maybe we can use interagency use of it to get started.

Alderperson Wagner agreed to that as an amendment to the motion and Alderperson Feddick seconded that.

IT Director Wolfgram said in referring to the improvement aid regarding the ruggedized laptops that each one of the units themselves, the hardware is $4,000 approximately however if you

purchase one at all you have to purchase the art publisher extension. So if you purchase one you have the software license share of $2,000.

Alderperson Wagner **amended his motion CC07-351** to read as follows:

To include in the 2008 budget funds to hire two firefighters during the calendar year 2008. To declare the intent of the Common Council to hire two more firefighters in calendar year 2009 and two additional firefighters in 2010. In keeping with "parameter #9", the motion includes making the following deletions from the budget.

- Deletion of the position of Director of Planning and Economic Development.
- Transfer of GIS technician to Engineering.
- Transfer of Zoning Administrator to Engineering under Building Services.
- Deletion of the following items from the IT Budget:
  1. $7,100 for additional GIS ArchInfo (I09).
  2. Deletion of $8,080 for two "ruggedized" PCs for engineering, water utility and sewer (I08).
  3. Deletion of $2,000 for GIS Network Analysis Software (I10).

Vote on motion **CC07-351 as amended**; Feirer, Hansen, Krueger and Buttke voted Naye, rest Aye.
Motion carried

Alderperson Kraus stated he wanted to move $1,073,209 for Yellowstone Industrial Park, EN-D-1748 and put it into a non-year. He explained that the justification for Yellowstone Industrial Park being built and being part of the Industrial Park Authority was to phase this and at the time we had no M-3 property in the City of Marshfield. The first part of the project was approximately 40 acres being built and when that 40 was fully built we would go to the next one and next one and next one. Since this spring, private development (Nikolai's Norwood Industrial Park) has been rezoned M-3, so the argument that we don't have any in town is no longer valid. If and when the privately owned M-3 zoned Industrial Park becomes full or meets the 80% fill rate then we should look at putting this into a funded cycle. By taking that $1,073,209 out it will also bring us down below the CIP policy of borrowing $2,000,000 max for a year. This will drop us down to $1,550,802. He felt it is very important that we address a couple of areas that are becoming deficient, the first one being our roads. It has been very apparent here in Board of Public Works meetings this fall that we are doing patchwork maintenance and we need to start throwing more money into roads. His suggestion is with the $449,198 that we are going to have underneath the $2,000,000 whatever that total is if it is $399,000 or $401,000 then we divide it in half. Half of it goes to road reconstruction or road maintenance to the Department of Public Works and then the other half go to a pool to support justification and building of the next fire station. Along with the money suggested from the City Administrator, the $350,000 addition and assisting the $255,000 we had in. This will give us a good pot of money to be able to do something in a timely manner when it happens.

CC07-352 Motion by Kraus, second by Wagner to delete all of East 29th Street reconstruction, as well as phase one of Yellowstone Industrial Park. This will reduce our borrowing to $1,550,802. This will provide an additional $449,198 of borrowing to split 50/50 between the new fire station and road maintenance.

Mayor Meyers asked how we address the potential developer who is looking at having to pay $35,000, $40,000 or $45,000 per acre in a private Industrial Park versus one that if it were completed we could probably be a little more competitive in the purchase price to a potential developer.

Director of Public Works Knoeck explained that the water line is already in place. It was installed this fall to provide service out to the new USDA building. The scope of the project would include sanitary sewer, sewer service under the new 29th Street. Currently the USDA building and the UW Ag Research Station are on City sewer, but they have their own lift station to pump their wastewater from their site almost half a mile back up to where the intersection of 29th and Hwy A use to be in that area, so with this project we would eliminate their long forced main and pumping station as part of the improvements.

Mayor Meyers asked about the improvements to Galvin Parkway and East 29th Street intersection reconstruction.

Director of Public Works Knoeck responded by saying that the intersection of Yellowstone Drive and Galvin Avenue was going to be replaced.

By separating those intersections we improve the stacking distance. It is worsened by the anticipated traffic from the Yellowstone Industrial Park, but that is part of the reason for expanding the intersection. The signal project that is under construction now does have some turn lanes being developed. They are only working on the west side of the railroad tracks. All the improvements that we are doing this fall are on the west side of the tracks. There is some improvement necessary east of the tracks for a southbound Galvin Avenue right turn lane onto Veterans Parkway that would have been part of these improvements as planned for 2008.

Mayor Meyers said you've got to do what you have to do, but never say never about potential businesses coming in here asking for 40 acre plots of land.

Alderperson Kraus said he agreed with Mayor Meyers. Nobody in this City and nobody on this Council is going to turn away somebody who wants 40 acres to develop an Industrial base commercial entity. It is just not happening. It is not happening and we have the capacity to handle what is coming to town or what is looking here with the existing park.

Vote on motion **CC07-352**; Feirer, Hansen, Krueger and Buttke voted Naye, rest Aye.
Motion carried

Alderperson Siegler referred to page R-19 and said the Main Street Program is proposed from $25,000 to $28,000 and she would like to reduce that back down to $25,000. There hasn't been any significant justification for the additional $3,000.

CC07-353 Motion by Siegler, second by Feirer to reduce the funding appropriated to Main Street for the year of 2008 to $25,000 from $28,000 that was recommended.

Alderperson Kraus asked to be allowed to abstain due to a conflict of interest.

Alderperson Feddick said as a downtown business owner she has definitely seen benefits from Main Street and the program that they have. She has seen the things that they have done not only to increase their visibility, but the visibility of the downtown businesses, she feels their presence in the whole South Central reconstruction that is going on. She believes under the direction that the Main Street Program has been going the last couple of years $3,000 is a small price to pay in the economic development realm to see the Main Street Program continue and thrive as it has been.

Alderperson Siegler said she does believe that Main Street Marshfield offers a tremendous benefit. She just doesn't see where the $3,000 increase is justified in addition to the fact that they have capabilities of raising funds within the group.

Administrator Brehm said Alderperson Siegler's motion reduces it by $3,000. He asked her if her intent was to have it at the same level as last year, which was $27,300 or if her intent was to have it at $25,000.

Alderperson Siegler said she wanted to leave it at $25,000.

Vote on motion **CC07-353**; Kraus abstained, Feddick, Wagner and Hendler voted Naye, rest Aye.
Motion carried

CC07-354 Motion by Siegler, second by Feddick to remove the Downtown Kiosk in the amount of $16,000 from the budget.

Administrator Brehm pointed out that this particular $16,000 that was recommended will be coming from the dividend fund.

Vote on motion **CC07-354**; Spiros and Hendler voted Naye, rest Aye.
Motion carried

Alderperson Feddick referred to pages E-7 and E-8, the Sustainable Marshfield Committee. When we got into and approved the Sustainable Marshfield concept and the Committee it was her understanding there would be no cost

CC07-355 Motion by Feddick, second by Spiros to remove the $10,000 from the Sustainable Marshfield budget.

Administrator Brehm said that he takes responsibility for that statement. He has since changed his mind from the perspective there that in attending the first Sustainable Marshfield Committee meeting it seemed to some extent that they were struggling as to how to proceed to better understand the concept. He said that the training isn't just for staff. The training is for the Committee also.

Alderperson Spiros said that we talked about this a year ago and looked at Madison who had it in their budget for something like $65,000 and one of my points was if we had to pay then he wouldn't vote for it. He felt it is great to have a Sustainable City and all of that but he seconded this, because he feels there are grants and other things that we can do.

Administrator Brehm said the concept is important and if you are going to support that concept he feels at a minimum some money needs to be in there for training to better understand that. The pay back is the employees and the committee understands how we can best provide and implement this green concept. He feels that formal training would be very helpful to staff and the committee.

Alderperson Feddick said that there are some really wonderful people on this committee and there have got to be grants out there that are available and she asked that they look toward grant funding or something else in order to fund any training they would like to do.

Vote on motion **CC07-355**; Feirer, Siegler, Hansen, Krueger and Hendler voted Naye, Feddick, Kraus, Wagner, Spiros, Buttke voted Aye. (Motion tied.)

Mayor Meyers broke the tie by voting Aye.
Motion carried

Alderperson Feddick referred to pages E-53 – E-59, City Assessor's budget. There is a revaluation scheduled to take place in 2008 and 2009. It appears to be a difference of about $45,000. She felt that a revaluation in 2008 would be imprudent. And the reason she believes that is because it is clear that property values in both residential and commercial are only falling. And because of that she believes a revaluation of the properties in 2008 would significantly decrease our tax base therefore increasing the tax levy and causing in increase of taxes to our residents. She suggested to push the revaluation out to 2009 and 2010, so it would be taken out of this year's budget and looked at again next year. And we all know what the economy has done recently. It has only fallen. It would be imprudent to both all of the residents of the community as well as all of the businesses in the community to do such a revaluation in 2008.

CC07-356 Motion by Feddick, second by Kraus to change the years for a revaluation to 2009-2010 instead of 2008-2009. This would be a reduction of $42,800 in the 2008 Assessor's budget.

Administrator Brehm said that the last time that we did a commercial appraisal using the income expense statements was in 1986. We are also required and mandated by the State of Wisconsin to stay within 10% of our equalized value (+ or -). We are at the point in time now where we are approaching 90%. He feels that the revaluation is important and that it should stay in over a two year period, which is 2008 and 2009. Certainly the values that come from the revaluation are suppose to reflect market. If in fact the values for residential and or commercial property are going down then that should be reflected in that overall appraisal. His main concern is that we stay within that 10% (+ or -) of equalized value. He said he can certainly request that the City Assessor be in attendance at the next Council meeting and you can ask her specifically and she perhaps can give you a better response.

Alderperson Feddick said the bottom line is we are not at that threshold yet. That is why there is no concern with leaving it for one more year. It is not like we are talking about pushing it out three years or five years. We are talking about one more year. There has been a significantly rise in property values every year in Marshfield which has been amazing. The recent economy not so and she is concerned about doing it at this stage. With the dip in property values, the

length of time that homes have sat on the market. Being in real estate it is incredibly slow and stagnant as much as anybody would like to tell you differently.

Alderperson Spiros said that he would be in favor of that as well. In our Industry it has been a tough year and mainly it is because of housing. And housing throughout is just having a tough year. We are going to see a negative effect if we don't push this back.

Vote on **CC07-356**; Feirer, Siegler, Krueger and Buttke voted Naye, rest Aye.
Motion carried

Motion by Feirer, second by Feddick to adjourn.

Mayor Meyers asked if there was going to be a special meeting, because there was no action actually taken by the Council.

It was the consensus of the Common Council to continue discussion/action on matters of interest concerning the recommended 2008 budget as a separate item at Tuesday, November 13th regular Common Council meeting.

The budget session will continue at next Tuesday's regular Common Council meeting.

Meeting adjourned at 10:53 p.m.
Motion carried

Lori A. Panzer
Deputy City Clerk