FINANCE, BUDGET AND PERSONNEL COMMITTEE
MINUTES OF OCTOBER 18, 2005

Meeting called to order by Vice-Chairperson Beaudry at 5:30 p.m., in the Common Council Chambers, City Hall Plaza.
PRESENT: John Spiros, Edward Beaudry, Jr. and Alanna Feddick
ABSENT: Marty Anderson and Jerry Bennington, Sr.
ALSO PRESENT: Alderpersons Feirer and Buttke (left at 6:18 p.m.), City Administrator Brehm, Mayor Meyers, AFSCME Rep. Houston Parish and City Personnel (Keith Strey, Lara Baehr, Brenda Hanson, Deb Hall, Brian Panzer, Dan Knoeck, Ed Englehart, Lori Belongia, Kelly Cassidy, Matt Churkey, Joel Binder, Dennis Willman and Jeff Becker)

FBP05-115 Motion by Feddick, second by Spiros to approve payroll in the amount of $1,033,844.10 and the bills in the amount of $1,200,740.50 as recommended by the Finance Director. All Ayes
Motion carried

FBP05-116 Motion by Feddick, second by Spiros to accept and place on file the September 2005 Treasury Report. All Ayes
Motion carried

Discussion on filling the vacant position at the Street Division.

Alderperson Feirer suggested that this should be looked at a little more in depth than just saying that without this position the department is going to incur additional over time. Because all it takes to get rid of the over time is to restructure how you do things. He also felt that the committee should wait until they get the survey back and look at what it says before a decision is made.

Alderperson Feddick requested some more information on if this position is not filled how would it affect the programs that are in place? It may take a few more days to do one project and this may affect how many projects are done in a year but she would like more of that information. Attrition is a way to save from firing people if in fact the budget is too tight. She would be less concerned about not authorizing a hiring of a position through attrition than she would be firing somebody or laying them off.

Alderperson Spiros is looking for some alternatives. You need to take a look at your department and if you had fifteen people and you are going to loose one, how would you make those fourteen people still operate those twelve trucks or whatever it is, and still get that job done. He hasn't seen any information that says they need this position other than some over time here and there.

Street Superintendent Panzer said that the minimum recommendation he would make after listening to the committee would be to allow them to post the vacant position of Equipment Operator II - 45,000 G.V.W. and above and then also concurrently delete the position of the smaller truck. What that would leave is the noncreation of the EOI Laborer's position and the nonfilling of the position to be vacated. It basically is an internal rearrangement of existing employees with those two actions. The union contract states that within ten days of a vacation of a posted position that position needs to be posted internally so that the existing employees have an opportunity to post to that position or assume that position after a certain time period. Without that posting, that position would have to be deleted from the table of jobs.

Administrator Brehm added that the end result of that is after the internal shuffle is all done there is going to be a position that is vacant some where that no one else wants.

AFSCME Union Representative Houston Parish said that this affects his union members. The union would be amendable to tabling this matter so that further deliberation can be made on the issue while preserving the rights of both parties under the contract.

FBP05-117 Motion by Spiros, second by Feddick to hold over the request to 1) authorize posting of an Equipment Operator II – Truck Driver (45,000 G.V.W. and above), delete the position of Equipment Operator II – Truck Driver (26,001 – 45,000 G.V.W.) and create a position of Equipment Operator I – Laborer, and 2) authorize the City Administrator to begin the process to fill the vacant Equipment Operator I position in the Street Division, until the December 6, 2005 Finance, Budget and Personnel Committee meeting. Beaudry voted Naye, rest Aye.
Motion carried

Alderperson Buttke left at 6:18 p.m.

FBP05-118 Motion by Feddick, second by Spiros to approve Resolution No. 2005-40, writing off various uncollectible ambulance accounts receivable totaling $13,043.08. All Ayes
Motion carried

FBP05-119 Motion by Feddick, second by Spiros to approve the proposal of Diversified Benefit Services for 2006 Flexible Benefit and Health Reimbursement Arrangement services for calendar year 2006. All Ayes
Motion carried

FBP05-120 Motion by Spiros, second by Feddick to approve the contracts for group health insurance coverage with Security Health Plan for 2006 with an HRA overlay, and amend Policy No. 3.560 as presented. All Ayes
Motion carried

FBP05-121 Motion by Spiros, second by Feddick to approve the contracts for group dental insurance coverage with Blue Cross and Blue Shield for 2006, and amend Policy No. 3.560 as presented. All Ayes
Motion carried

FBP05-122 Motion by Feddick, second by Spiros to recommend approval of Budget Resolution No. 19-2005 to the Common Council, transferring $5,000 from a Wildwood Zoological Society donation to the Parks Operation and Maintenance budget for deer corral fencing improvements. All Ayes
Motion carried

Budget Resolution No. 20-2005 to the Common Council, transferring $2,770 from a Thrivent Financial for Lutherans donation to the Zoo Operation and Maintenance budget for the Native Garden Project at Wildwood Zoo was taken off of the agenda due to a hang up with the funding of the project.

FBP05-123 Motion by Feddick, second by Spiros to recommend approval of Budget Resolution No. 21-2005 to the Common Council, transferring $2,000 from the donation account to the Aquatic Facilities budget to cover the cost of the free swim program, and $1,550 from the donation account to the Aquatic Facilities budget for the purchase of pool deck chairs and lounges. All Ayes
Motion carried

FBP05-124 Motion by Feddick, second by Spiros to go into closed session pursuant to Wisconsin Statutes, chapter 19.85 (1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises control. Specifically, the City Administrator has requested a closed session to discuss a grievance filed by the Streets/Parks bargaining unit (AFSCME). Roll call vote, all Ayes. (Time: 6:32 p.m.)
Motion carried

Present in closed session: Alderpersons Beaudry, Feddick, Spiros and Feirer, City Administrator Brehm, Mayor Meyers, Human Resources Manager Baehr, Finance Director Strey, Street Superintendent Panzer, City Clerk Hall, Houston Parish, Dennis Willman and Jeff Becker.

FBP05-125 Motion by Feddick, second by Spiros to return to open session. Roll call vote, all Ayes. (Time: 7:04 p.m.)
Motion carried

No action was taken in open session regarding the closed session item.

Motion by Feddick, second by Spiros to adjourn at 7:05 p.m.
Motion carried

Deb M. Hall
City Clerk