FINANCE, BUDGET AND PERSONNEL COMMITTEE
MINUTES OF FEBRUARY 7, 2006

Meeting called to order by Vice-Chairperson Beaudry at 5:30 p.m., in the Common Council Chambers, City Hall Plaza.
PRESENT: Alanna Feddick, John Spiros, Marty Anderson and Edward Beaudry, Jr.
ABSENT: Jerry Bennington, Sr.
ALSO PRESENT: Alderpersons Feirer, Krueger and Buttke, City Administrator Brehm, Mayor Meyers and City Personnel (Keith Strey, Brenda Hanson, Lori Belongia, Lara Baehr, Ed Englehart, Chad Dallman, Kathryn Yochis, Jeff Becker, Gregg Cleveland and Deb Hall)

FBP06-011 Motion by Feddick, second by Spiros to approve the bills in the amount of $1,044,474.75 as recommended by the Finance Director. All Ayes
Motion carried

FBP06-012 Motion by Feddick, second by Anderson to accept and place on file the Monthly Position Control Status Report of January 31, 2006. All Ayes
Motion carried

FBP06-013 Motion by Anderson, second by Feddick to accept and place on file the Report of Personnel Actions of February 7, 2006. All Ayes
Motion carried

Kathryn Yochis was thanked for doing a fantastic job as zookeeper of the Marshfield Zoo. She will be missed and best of luck to her in her new job.

FBP06-014 Motion by Anderson, second by Feddick to authorize the City Administrator to begin the process to fill the vacant Zookeeper position in the Parks and Recreation Department. All Ayes
Motion carried

Discussion of term of office for the elected positions of the City Clerk and Mayor.

Alderperson Feirer asked the committee to consider changing the terms of office for the positions of City Clerk and Mayor from a 2-year term to a 4-year term. If you had a 4-year term there would be more continuity. If there is a problem with the person that is elected to an office, after a year there are procedures that can be followed to remove a person from an elected position.

Alderpersons Anderson, Feddick and Spiros all supported changing the term of office for the City Clerk's position because that position requires a lot of training and the continuity in this position is important. But the mayor in our form of government is a weak mayor form of government. This position is more of a figure head position and the public should be able to vote for this position every two years. It would create more dialog within the community.

Alderperson Beaudry said that we have a strong mayor system even though the term on paper says it differently. We have had strong mayors supporting our community. With a 2-year term, the mayor would not have an opportunity to get involved with the total State Mayoral Municipal Government System. There would be more opportunities if the Mayor had a 4-year term to be able to be a part of the State Office and therefore get additional ideas, information and networking. He agrees with changing the term for the City Clerk's position to a 4-year term.

Alderperson Buttke agrees with changing both elected offices to 4-year terms. Two years is not enough time to learn the job. While the City has a weak mayor system, we have had very strong mayors that have been involved in many things.

Alderperson Anderson wondered why they were making this exception for Mayor and not the Alderpersons.

Alderperson Beaudry responded that the term of office for Alderpersons may be discussed in the future but at this time the only two positions listed on the agenda are the City Clerk's and the Mayor's.

Alderperson Feirer asked the committee to forward this issue to the Common Council so that it could be discussed there.

FBP06-015 Motion by Anderson, second by Feddick to direct staff to draft a charter ordinance to change the term of office for the City Clerk's position from 2 years to 4 years.

Alderperson Feirer asked the committee to include the Mayor's position in the motion.

Alderperson Anderson responded that he didn't want to include the Mayor's position in his motion but if there was an alderperson who wanted to bring it up on the Council floor that they could at that time.

Vote on motion **FBP06-015**; All Ayes
Motion carried

Benefits for part-time employees

Alderperson Spiros said that right now a part-time person gets prorated benefits at 20 hours. What he would like to do is change that to 30 hours or greater and this would give the department head a little bit more opportunity to change things in their department. The two part-time employees that this would affect would be grandfathered in.

Human Resources Manager Baehr said that this change would only impact the nonrepresented group which would be two employees. It would not impact the Library or any union employees. The Insurance Commission would not allow the City to set the benefit earning level for insurance purposes at any number above 30 hours. This could cause some inconsistencies because you are going to have other workers in the same building that have different benefits than the two positions that are existing for the non-reps as well as you would for the Library personnel. Typically the City tries to be consistent with all employees. For those employees that are not eligible for insurance benefits, they would still have the Wisconsin Retirement System, Life Insurance and all those other benefits that employers have to pay like social security.

Alderperson Spiros suggested that the City look at changing it to 30 hours and than passing on their recommendation to the Library Board so that they can consider making the same change for their employees.

Alderperson Beaudry indicated that for those employees that have less than 29 hours they would not be eligible for vacation.

FBP06-016 Motion by Spiros, second by Feddick to change the minimum hours for part-time employees from 20 hours to 30 hours as far as eligibility for benefits for a part-time person and grandfather the two existing part-time employees. Beaudry voted Naye, rest Aye.
Motion carried

FBP06-017 Motion by Feddick, second by Spiros to approve the Escrow Agreement with Marshfield Community Development Authority. All Ayes
Motion carried

Motion by Anderson, second by Spiros to adjourn at 6:17 p.m.
Motion carried

Deb M. Hall
City Clerk