FINANCE, BUDGET AND PERSONNEL COMMITTEE MINUTES OF JANUARY 20, 2009

Meeting called to order by Chairperson Spiros at 5:30 p.m., in the Common Council Chambers, City Hall Plaza.

PRESENT: Alderpersons John Spiros, Pete Hendler, Alanna Feddick, Tom Buttke and Scott Noble. **ABSENT:** None

ALSO PRESENT: Alderpersons Wagner and Feirer, City Administrator Brehm, Russell Stauber, Gordon Earll, Gary Gray, Jean Noble, Houston Parrish, Mark Strohman and City Personnel (Keith Strey, Lara Baehr, Dan Wolfgram, Brian Panzer, Brenda Hanson, Deb Hall, Jeff Becker, Gary Tauschek, and Ed Englehart)

CITIZEN COMMENTS

Gary Gray of 507 W. Park Street. He spoke in support of Ordinance No. 1141 regarding an Audit Committee. Passing this ordinance, sooner rather than later, is in the best interest of the citizens of Marshfield.

FBP09-008 Motion by Feddick, second by Hendler to approve the bills in the amount of \$5,823,041.14 as recommended by the Finance Director. All Ayes **Motion carried**

FBP09-009 Motion by Feddick, second by Hendler to accept and place on file the Report of Personnel Actions of January 20, 2009. All Ayes

Motion carried

FBP09-010 Motion by Feddick, second by Noble to accept and place on file the December 2008 Treasury Report. All Ayes

Motion carried

<u>FBP09-011</u> Motion by Buttke, second by Hendler to approve the reclassification for the position of Information Technology Lead Analyst to C52 from C44.

Alderperson Feddick was part of the Job Evaluation Committee. She said that it was not a unanimous decision. Everyone on the committee except for herself voted for a reclassification change for this position. In looking at the comparables she feels that this position is appropriate where it currently is.

Alderperson Buttke thought about this as well but what it comes down to is that it was given back to the Job Evaluation Committee to be reviewed again and they came back with the same recommendation. This is what we use for every other employee so to be consistent he is going to support what they base everybody else's pay scale on in the non-represented area. He doesn't know if the method that the City has for setting the grades for the employees is the best one out there but this is what they have

Alderperson Noble said that this is not budgeted for completely. He is not saying that this person does not deserve this but he doesn't feel that they should vote for something that is not completely budgeted for.

Administrator Brehm explained that they are not voting on a pay raise directly. They are voting on how this position should be classified in the pay plan based upon levels of responsibility. The direct consequence of that is that if a position is classified upwards there will be an adjustment in compensation.

Alderperson Hendler said that anytime you get into grading people it becomes very contentious on both sides of the aisle. But nonetheless that is the package that they deal with. The committee has made a recommendation to this committee so it is pretty hard for him to go against it.

Alderperson Noble feels that more alderpersons need to be on this committee and less city staff. He can't trust the judgment of this committee based on that. It is overly weighted with city staff deciding whether or not they should get a raise.

Administrator Brehm responded that the committee is a committee as approved by the Common Council. This can be changed in the future to whatever they would want that composition of the committee to be. But as of this point in time the committee that is before them has been approved by previous Common Councils and that is what they have to work with. We need to continue to work with what we have in place per the Common Council's policy until that is changed.

Alderperson Feirer is on the Job Evaluation Committee. He said that you can take seven alderpersons and put them on this committee and run this band system the same way and it is going to come out the same. There is going to be no bias or twist to it. This is just how the banding system works.

Alderperson Spiros was not in favor of changing this position before but the problem is that they asked the Job Evaluation Committee to review this position again. If the majority of the committee is recommending this change than he feels that they need to go in that direction.

Vote on motion <u>FBP09-011</u>; Feddick and Noble voted Naye; Buttke, Hendler and Spiros voted Aye. **Motion carried**

FBP09-012 Motion by Buttke, second by Spiros to approve revised Personnel Policy No. 3.180, Requesting Personnel Procedure. All voted Naye.

Motion failed

Personnel Policy No. 3.180 will remain as is except the Police Department would not have to justify fillings positions for up to six months.

Ordinance No. 1141, Establishing an Audit Committee of the City of Marshfield.

A presentation regarding establishing an Audit Committee was presented by Alderperson Wagner.

This item will be placed on the next Finance, Budget and Personnel Committee agenda for further discussion.

FBP09-013 Motion by Buttke, second by Hendler 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 had requested a closed session to discuss two grievances filed by AFSCME Local 929 (Streets/Parks employees). Roll call vote, all Ayes. (Time: 6:35 p.m.) Motion carried

<u>Present in closed session</u>: Alderpersons Spiros, Hendler, Feddick, Buttke, Noble and Feirer, Mayor Meyer, Administrator Brehm, Human Resources Manager Baehr, Finance Director Strey, Street Superintendent Panzer, City Clerk Hall, Parks and Recreation Director Englehart, Director of Planning and Economic Development Angell, AFSCME Representatives Houston Parrish, Jeff Becker, Gary Tauschek and Mark Strohman.

Houston Parrish, Jeff Becker, Gary Tauschek and Mark Strohman left the closed session at 6:51 p.m.

<u>FBP09-014</u> Motion by Feddick, second by Noble to return to open session. Roll call voted, all Ayes. (Time: 7:05 p.m.)

Motion carried

<u>FBP09-015</u> Motion by Buttke, second by Hendler to deny the Job Posting grievance (untimely/denied). All Ayes

Motion carried

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FBP09-016 Motion by Hendler, second by Buttke to deny the Strohman Termination grievance (untimely/denied). All Ayes

Motion carried

Motion by Noble, second by Hendler to adjourn at 7:07 p.m. All Ayes **Motion carried**

Deb M. Hall City Clerk