

FINANCE, BUDGET AND PERSONNEL COMMITTEE
MINUTES OF FEBRUARY 3, 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, LaFontaine and Feirer, City Administrator Brehm, Gordon Earll, Gary Gray and City Personnel (Keith Strey, Lara Baehr, Dan Wolfgram, Brenda Hanson, Deb Hall, James Schmidt, Kathy Lindgren and Ed Englehart)

CITIZEN COMMENTS

Gary Gray of 507 W. Park Street. His comments focused on Ordinance 1141, establishing an Audit Committee. He thinks Marshfield has a great need for an Audit Committee. Having independent people on the committee would be more useful by the fact that it would reduce the amount of time that the members of the governing body would have to spend on governmental affairs. The Audit Committee would be responsible to the Common Council and it basically is a group trying to help the Common Council get a better understanding of financial issues of the City. The committee would report financial issues to the Council for the Council to decide.

FBP09-017 Motion by Feddick, second by Buttke to approve the bills in the amount of \$371,303.41 as recommended by the Finance Director. All Ayes

Motion carried

FBP09-018 Motion by Feddick, second by Hendler to accept and place on file the Monthly Position Control Status Report of January 31, 2009. All Ayes

Motion carried

The Wellness proposal presentation was not held. It will be presented at the Common Council meeting on February 10, 2009.

FBP09-019 Motion by Buttke, second by Hendler to approve the release agreement with United Fire and Casualty Insurance Company and authorize the appropriate staff to execute the same. All Ayes

Motion carried

FBP09-020 Motion by Hendler, second by Feddick to refer Ordinance No. 1141, establishing an Audit Committee, to the Common Council.

Alderperson Feddick would like to see some type of estimation from staff as to what types of costs they think would be involved with an Audit Committee.

Administrator Brehm responded that some comments that he had heard about the additional costs for an Audit Committee for training would be around \$2,000 - \$3,000. The other cost that would be more difficult to ascertain is support staff.

In regards to questions of the auditors, the Common Council has an option to contact the auditors directly. The staff is acting in the Council's best interest and the interest of City of Marshfield residents.

Vote on motion **FBP09-020**; All Ayes

Motion carried

The committee discussed the Decision Band Method.

Aldersperson Hendler has been involved in many committees that deal with performance evaluations and he hasn't found a system that has been bullet proof. The Band System is a system whether you like it or not. The problem is not so much the Band System as it is the composition of the organization that does the evaluation. The City Administrator should give some consideration to equalizing the representation on that particular committee. The composition of this group is currently too heavily oriented towards the staff.

Human Resources Manager Baehr is currently taking a master's course on compensation. She went back to the section that talks about job evaluation committees and it says: Human Resource professionals help put together a committee of rank and file employees, supervisors, managers, and if relevant, union representatives to design, oversee and evaluate job evaluation committee results.

Aldersperson Buttke suggested placing three alderspersons, three staff members and one citizen on the Job Evaluation Committee.

Administrator Brehm explained that the committee was set up with seven people so that if you had a vote it would tip it one way or another. There are a lot of things in consideration of the makeup of a committee. One of them is that certainly employees' attitudes toward the fairness of their pay do effect the motivation and productivity. Employees also know internally the levels of responsibilities that are involved with this. You try to get a diversity of employees from all rank and file to be able to best represent a broad spectrum of the employment base. The elected officials are on there to provide another perspective as elected officials.

Aldersperson Spiros recommended changing the committee to three Alderspersons, two community staff and those would be Human Resource Professionals who have a background in Human Resources and one city staff.

Aldersperson Noble agreed with Aldersperson Spiros.

Administrator Brehm said that staff can look at both private and public sector employers to see if they have similar payroll systems and what their make is and bring that information back to this committee for consideration. Staff will provide a summary of what those makeups are as well as the suggestion that Aldersperson Spiros had. This will give the committee an opportunity to see what else is out there.

The committee agreed

Motion by Hendler, second by Buttke to adjourn at 6:44 p.m. All Ayes
Motion carried

Deb M. Hall
City Clerk