

The meeting was called to order at 7:22 p.m. by Ald. Pasbrig with the following Roll Call:

Members Present: Ald. Pasbrig, Ald. Gering, Ald. Hoy, Ald. Smith

Members Absent:

Others Present: Mayor Heron, Kathie Wild, Deanna Boldrey, Ald. Voss, Ald. Moede, William Linzenmeyer, Chris MacNeill, Ron Wellner, Roger Williams, Judy Bauer, Marge Sertich, Sharon Chmiewlewski, Marge Nitschke, Jane Klawitter, Sue Smith, Sally Kahlhammer, Lourdeen Robson, Justin Graef

Item # 2 Approve the Minutes of June 15, 2009, meeting.

Motion by Ald. Hoy, second by Ald. Gering to approve the above minutes. Motion carried unanimously.

Item # 3 Citizens Comments.

Ron Wellner said that he wanted to talk about item number five. He noted the letter that had been distributed to the council. He stated that much of the water department staff are now looking for other employment and most have twenty plus years of experience. He mentioned that the water department staff is as far down as it can go. He also said that all of the items are too much for employees to take at once. Ron noted that often times he goes in on the weekend or early morning to save the department money. Earlier today he had seen on the internet a smaller community offering the same position as his for \$3,000 more. Overall he believes that wages are below average.

Marge Sertich said that all of the cuts are too much for a single person. Can adapt to one or two of the changes but all at once is too much. She stated that she depends on the longevity pay at the end of the year to make ends meet and pay taxes. Marge also questioned how the 37 hour work week will work with her position. Work needs to be done even if it is at 4 in the morning. Marge suggested that the council come to her department and see what needs to be done. There are mandatory reports that have to get done.

Judy Bauer stated that she agreed with Marge's statements and will have difficulty paying bills with proposed cuts.

Lourdeen Robson questioned if there was anything residents in Mayville could do as volunteers.

Justin Graef commented that he moved to Mayville in August of 2008 and has been unemployed ever since. He would be thrilled with a 37 hour work week. He stated that there are not any jobs out there.

Item # 4 Clerk's Report.

**A. Election Updates** – Deanna Boldrey reported that there are possibly four elections in 2010, 2 being primary elections. Some voters in the City of Mayville may be receiving what is called a WI DMV PING letter. This is a letter sent by the government accountability board to verify voter record information. When a voter receives the letter they will need to follow the instructions on the letter, which will more than likely go back to the GAB. If a voter receives this letter and has further questions they can contact the Clerk's Office.

Early voting is being strongly looked at the Government Accountability Board Level which is a change from what is currently known as absentee voting. This will allow earlier, more streamlined absentee voting for qualified electors. If a change in absentee voting is allowed there will be an increased need for election officials (poll workers) and could necessitate a change in equipment security.

Item #5 –Discuss/Recommend Short Term / Long Term Budget Solutions to include Possible Staffing Levels / Wages / Salaries / Benefits.

Ald. Pasbrig opened the discussion by inviting both Ald. Moede and Ald. Voss to make comments as they come up. Ald. Pasbrig also asked the Alderpersons if anyone had received comments from anyone in their wards. Mayor Heron commented that the cleanest way would be to discuss each item by item and keep the big picture in mind.

Ald. Moede commented that the city did not get this way in one year. May need to address areas such as the TAG Center. Ald. Pasbrig commented that he agreed that the state of the city did not get this way

overnight and that doing nothing is not the right thing to do. Ald. Pasbrig continued that in his former work life he had been through this and reminded the committee members that this is the first kick at the dog, and they need to have conversations with unions first.

Ald. Hoy stated that she had talked to three department heads. Ron Wellner stated to Ald. Hoy that she had not contacted him yet. Ald. Hoy stated that Ron is on her list to call. She commented that all city employees are valued. There are 34 employees and that is not very many to do all the work that is done. Ald. Hoy also thanked the Mayor, Ald. Pasbrig, and Kathie Wild for all the work they have done in putting the numbers together. Ald. Hoy also suggested that there should be a sub-committee with the Mayor, Ald. Moede, and herself to discuss the changes.

Ald. Smith added that previously they did not know how bad things were. This might be a good time to take advantage of attrition with a hiring freeze or wage freeze. Ald. Smith also noted that he does have a problem with longevity pay, and that employees should not get paid for just hanging around. Ald. Smith also reminded the council that the hydrant rental will bring \$230,000. He also commented that the non-union employee handbook needs to be updated.

Kathie Wild, Comptroller/Treasurer, pointed out that Attorney's Fees and Auditing fees were way under budgeted. Budgeting needs to be realistic, under budgeting is what kills us in the end. Ald. Smith commented that the class of employees makes a difference in what can be done, for instance the library budget is to be an average of three years. Ron Wellner reminded the group that the Water and Wastewater Department reports to the Utility Commission. He said that their wages are set by the Utility Commission. Ald. Smith suggested a study be done to see if the benefits are too generous. He reminded the group that the government employees cannot be compared to business employees. Ald. Pasbrig commented that no one is paid too much. Ald. Gering commented that he is a working parent and that he gone through pay cuts in his life.

Ald. Pasbrig suggested a wage freeze for 2010. Ald. Smith commented it should start August 1, 2009. Ald. Voss commented that he has no problem with the wage freeze. Chief Linzenmeyer commented that the committees need to do a balance test. The non-union is catching the brunt of the cuts. He stated that they would not find a harder working staff. The cuts should be uniform for everyone. Ald. Moede stated he did not have a problem with a wage freeze. Ald. Smith noted that since it can be lifted at any time it is a step that should be taken. Ald. Gering agreed and added that it should be reviewed annually.

Deanna Boldrey asked the question if the hiring freeze or wage freeze affected part-time employees or EMS or Fire Department. Ald. Pasbrig stated that this is for full-time staff only.

Ald. Pasbrig opened the discussion to the hiring freeze. Ald. Pasbrig noted that vacancies would be reviewed on a case by case basis. Ron Wellner reminded the committees that the Water and Wastewater Department reports to the Utility Commission.

Ald. Pasbrig opened the discussion to reduced work weeks of 37 hours. He noted that the police officers already work a 37.5 work week except for 1 detective. Ald. Hoy added that with the low savings, it hardly seems worth it. She also noted that this item would not be shared widely. Ald. Smith questioned if there was really a savings. Chief Linzenmeyer stated that the 37 hour work week would pose unique problems for the dispatch area. There are paperwork requirements, would that mean that someone would come in at 3 am or 4 am for straight pay? Ron Wellner noted that they would have a similar problem at the Water Department. Ald. Hoy stated that it could be unfair.

Ald. Pasbrig opened the discussion to the furloughs, five unpaid days in 2009 and ten unpaid days in 2010. Kathie Wild added that these days would be unconsecutive, and there would not be any unemployment compensation. Ald. Gering stated that he had read about furloughs in the paper but has never been asked to do it. Mayor Heron stated that the furloughs might be more manageable. Ron Wellner asked if it was for everyone. Chief Linzenmeyer stated that five days are too much. One day per month is too much. Police Department has 24 hour coverage. The Chief went on to state that it should be up to the department head to schedule with department needs and payroll periods. He stated that ½ a day of furlough at a pay period may work better. Captain Chris MacNeill stated that with everything going up, it does not make sense to take away what an employee is used to receiving to survive and pay bills.

The council should look at the impact on employees. Ron Wellner suggested grandfathering some of the items, like longevity and insurance. Ald. Smith stated that the employees should be able to use the days when they want and some may be happy with a four day work week.

Ald. Smith also asked the question of what would happen if key employees quit. These types of employees cannot be replaced immediately and are counted on. We need to be careful of unintended consequences.

Ald. Voss reminded the committees of the Tag Center that showed a loss of over \$21,000 last month.

Ald. Moede continued the discussion by stating that he is for five day furloughs with four hour increments. Let the department heads manage it.

Ald. Pasbrig started the discussion of the longevity pay. Ald. Smith stated that longevity has been used to control turnover and retain good employees. He does not have a problem with a performance based bonus, but does have a problem with bonus based on sticking around. Mayor Heron stated that this benefit is outdated. He reminded the council that they are looking to move \$350,000 in the right direction for next year. Mayor Heron noted that the employees would receive the longevity pay to date for 2009. Ron Wellner suggested that the longevity pay be left alone for 2009 and apply changes to 2010. Ald. Hoy reviewed the different percentages that are in the non-union employee handbook. Ald. Gering noted his experience with the bonuses in his current job and noted that longevity should be based on performance from the supervisor's review. Ron Wellner asked if the reviews would go before the council. The Mayor answered yes. Ald. Smith stated that he is not in favor of the longevity pay. Ald. Pasbrig stated that if it waited until September to go through, employees would still get 75% of the longevity pay. Ald. Smith noted that they can still find a way to reward employees, and he is concerned of unintended consequences.

Ald. Pasbrig opened the insurance premium discussion. Kathie Wild read that a family insurance plan is \$13,380 annually and single insurance plan is \$5,370 annually. Ald. Pasbrig questioned if anyone knew of anyone that does not pay for insurance. Ald. Smith added that he pays over \$23,000 per year for insurance. He suggested that the WI Department of Corrections be called to see what they pay.

Mayor Heron summarized the meeting. Wage freeze and hiring freeze had a positive response from the committees. The furloughs seemed to have equal positive and negative responses. Employees paying for insurance had a positive response as well. Replacing longevity with a performance based incentive plan had a favorable response as well. The reduced work week was not received well.

Mayor Heron continued the discussion by stating that the unions are the unknown piece.

Ron Wellner suggested that employees with less than ten years should not get longevity pay. Kathie Wild questioned if that mean that employees with two years experience are not valued. Ald. Smith stated that this has to be presented carefully.

Ald. Voss asked stated that the biggest loser has to be looked at. Ald. Pasbrig questioned Ald. Voss if he had checked with department heads to get a true picture. Ald. Voss had not.

Mayor Heron reminded the group that the TAG center is subsidized by the city. It was to recover 80% of its expenses. Mayor Heron continued that the TAG center and golf course draw families and businesses to Mayville.

Mayor Heron stated that the next step is to meet with the unions.

#### Item #6 – Adjournment.

Motion by Ald. Smith, second by Ald. Gering to adjourn at 9:23 p.m. Motion carried unanimously.

Deanna Boldrey  
City Clerk