

## JOINT PERSONNEL & FINANCE COMMITTEE MEETING

August 25, 2009

The meeting was called to order at 5:00 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, Chief William Linzenmeyer, Captain MacNeill, Vern Hilker, Sally Kahlhamer, Justin Graef

Item #2 – Convene into Closed Session Pursuant to Section 19.85 (1) (e) deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever complete or bargaining reasons require a closed session.

Motion by Ald. Hoy, second by Ald. Gering to convene into closed session at 5:02 pm. Motion carried unanimously. Closed session to include Mayor Heron, Deanna Boldrey, Kathie Wild, Ald. Hoy, Ald. Smith, Ald. Pasbrig, Ald. Gering, Ald. Voss, Ald. Moede, Bill Linzenmeyer, and Chris MacNeill.

A. Status of Police Union Grievances.

B. Review 2009 / 2010 Staffing Solutions with Regards to Union Employees.

Item #3 – Reconvene into Open Session for Possible Recommendation of 2009/2010 Staffing Solutions with regards to Union Employees.

Motion by Ald. Hoy, second by Ald. Smith to reconvene into Open Session at 7:20 p.m. Motion carried unanimously.

Motion by Ald. Pasbrig, second by Ald. Hoy to Recommend the Two Most Junior Officers of the City of Mayville Police Department will be laid off effective 08/26/09, as part of separation they will be paid salary through the month of October and health insurance through the month of September. Both would cease if employment is found. Motion carried unanimously.

Item #4 – Discuss/Recommend Short Term / Long Term Budget Solutions to include Possible Staffing Levels / Wages / Salaries / Benefits for Non-Union Employees.

Ald. Pasbrig introduced the item. Mayor Heron noted that this is part of the budget process, the recovery plan is \$365,000 to get out of deficits with surplus in undesignated fund.

Ald. Voss commented that he is for cutting longevity for non-union. Ald. Gering stated that he is for employees paying 5% for health insurance. Ald. Hoy questioned if this can be for union and non-union. Kathie Wild stated no, this would be for non-union only. Ald. Voss noted that the EMS should be looked at. Ald. Hoy noted that she would prefer that the cuts be across the board. Mayor Heron stated that he is not including wage increases for non-union employees in the 2010 budget. Ald. Smith commented that 3% raises are in the union contract and when looking to negotiate with non-union and set a precedent for union, sometimes you offer a pay increase and then take away the equivalent. Ald. Hoy stated that they should take a look at the golf course and would like to see it on the table. Ald. Pasbrig stated that they need to be cautious with people and their standard of living with longevity, furloughs, and health insurance. Ald. Pasbrig noted that they still need to be fair to the individuals. Ald. Hoy stated that she would like it to be union and non-union. Mayor Heron noted that furloughs may be imposed on union employees but probably not a good idea from what the attorneys have said. Ald. Voss stated that citizens in town have told him that no one gets free insurance. Ald. Gering stated that companies have employees pay for their insurance.

Ald. Pasbrig introduced longevity. Ald. Smith stated that longevity has seen its day, but there should be an incentive plan. Ald. Gering stated he agrees. Ald. Hoy questioned the bottom line number is \$13,500 for the longevity and compared it to furloughs. Mayor Heron stated that he thought that for a long time longevity pay is unheard of and would like it eliminated or replaced. He was given a document with police officer job positions and a lot of them offer longevity. Ald. Smith commented that it could be hazardous job pay. Ald. Moede agreed that something should be done with longevity pay by eliminating

it or adjusting it. Ald. Hoy stated that she would say no to eliminating longevity. Ald. Pasbrig stated that they can do what they want to do for non-union. Ald. Smith commented that they should consider part-time employees. Ald. Pasbrig opened the furlough discussion to suggest 6 days for non-union for 2010. Ald. Voss noted if taking longevity away then drop the furlough. Ald. Hoy disagreed that if she were the employee she would want it the other way. Ald. Moede commented that furlough days are common place for companies in the paper. Ald. Moede noted that six days is not out of line and to adjust the longevity. Mayor Heron encouraged the council to start with the number they think is reasonable. Mayor Heron stated that they will not know where they need to be for next year. Ald. Hoy stated that the total is \$36,000 for the general fund if all of the cuts are done. Ald. Voss commented that it is a start. Mayor commented if they could delay this portion until they meet with department heads and hear about the Public Fire Protection charge. Mayor also noted that all discussions this evening were for 2010.

Item #5 – Adjournment.

Motion by Ald. Gering, second by Ald. Hoy to adjourn at 8:05 p.m. Motion carried unanimously.

Deanna Boldrey  
City Clerk