

JOINT PERSONNEL & FINANCE COMMITTEE MEETING

September 21, 2009

The meeting was called to order at 7:09 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, Captain MacNeill, Vern Hilker, Christine Churchill, Detective Dennis Hockers, Officer Tony Trunkel, Kathy Sertich, Sharon Chmiewlewski, Ryan Borchardt, Sue Smith, Judy Bauer, Nate Klapoetke, Michelle Klapoetke, Sally Kahlhamer, Justin Graef

Item # 2 Approve the Minutes of August 17, 2009, and August 25, 2009, meetings.

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

Item # 3 Citizens Comments.

Officer Tony Trunkel came to speak about item number 5. He expressed that the Police Department is dedicated to exceeding expectations and working harder than ever. The Officers that were laid off were not given much notice. The separation package does not meet the needs for an officer to relocate. The officers met the requirements for the City. They moved to the City and donated hours of their time to the City. There should be more consideration, more humanity, and more compassion for their needs as they look to relocate.

Bill Linzenmeyer of 1122 Valley Street commented about item number 5. The individuals are seeking employment. There should have been more health insurance coverage for their families. He strongly wants the council to enhance a couple months of insurance for them. The budget is well in line and could afford it. He noted item number 6. Why is there such a drive to take benefits from non-union employees? No union member has helped the City with their budget needs. These are the people that carry the torch for the City and ensure things are working for the City. He would like to see the City get through the budget process and work through the cuts during the budget process. He noted to look at all the numbers first.

Dennis Hockers of Mayville Police Department noted he agreed with Tony. He noted that it is not easy to find a job in law enforcement, and they deserve more than what they got. He stated that the union came forth in good faith, met with Ald. Pasbrig and the Mayor, and thought the meetings had been cooperative. The union did make an offer and effort to save \$30,000 to the budget. The union has done things to save money for the City. He received the call that the officers had been laid off, and he was shocked. He has heard that there are too many Police Officers. He has heard a rumor that there are 13 police officers; he clarified that they have 8 people in the police department and previously they had 10. He is asking for one of the positions to be brought back. He noted that it is not right for any people to take a cut or for the officers to lose their jobs.

Nate Klapoetke, ex-Mayville Police officer, ward one. He asked that they extend the severance package. He would like to come back and work for the City of Mayville. He moved his family here. He bought a house and liked working where he was working. He lived the dream and has had his heart ripped out. In law enforcement it takes 4-5 months to find a job. Nate commented that he has a test to take next week and may not have the gas money to travel to take the test. He will be driving 180 miles one way to take the test. His health insurance runs out in 9 days. He requested that one police officer be brought back. He stated that under the health plan it is \$390 for health insurance per month. He stated he does have a part-time job in Neosho that is 30 hours a month.

Kathy Sertich, 275 High Street. She agreed that she was shocked as a tax payer when she saw the officers released. Knowing they were budgeted for 2009, they should have let them go out at the end of the year. She stated that this was in the budget. Mayville does not have a lot to be proud of. She noted that part time employees should be looked at. If that was done, it was not shared with the Citizens of Mayville. Normal practice is that you look at the package and what is negotiable in a contract. Rule of thumb is that it then carries to salary and non-union employees.

Item # 4 Clerk's Report.

No Report.

Item #5 – Discuss/Recommend Extension of Separation Package for the Two Most Junior Officers Previously Laid -off.

Mayor Heron commented that at the end of August the council made the decision to lay off the two most junior officers. He noted that he immediately left the meeting thinking they were not very generous. No one has lobbied him for this item to be on the agenda. It is more evident now that the job search is more exhausting. What seems to be a reasonable package could be enhanced. The benefits of extending the salary portion to the end of the calendar year would far outweigh the additional burden on the City. At this point the health benefits will expire. The salary portion will run through the end of October. He noted that he understands that other people are not given this type of separation package. The Mayor noted that he would like the committee to respectfully consider extending the salary portion through the end of this calendar year.

Ald. Hoy questioned the Treasurer on the impact. Kathie noted that the Department of Revenue is looking at establishing 2009 as the base year. The ruling is that we are not to go lower in 2010 than 2009 expenses, the Shared Revenue could be cut by a certain percent. She has not received straight answers from the Department of Revenue.

Ald. Smith commented that he cautioned making budgetary decisions before the budget meeting, because things are coming that are not known. This could have unintended consequences. The budget process begins on October 5th, 2009. Nobody is speaking for the tax payer. Ald. Smith commented that decisions are made too quickly. He thinks that the council was rash. They should live and die by the union contract. There is no allowance for a separation package in the union contract.

Ald. Hoy recalled that they were trying to save money in the 2009 budget.

Kathie noted that the wages are \$9,000 for one month. It would be an additional \$18,000 for extending the package.

Ald. Voss agreed with Ald. Smith. He commented that lay-offs are not pleasant. We laid two officers off and a lot of cities are eliminating the Police Department. There is not a separation package in the union contract.

Ald. Moede agrees with Ald. Voss but he does believe that we put them in a tough spot. They will have to pay for their insurance. Ald. Moede noted that they should consider extending the package.

Mayor Heron suggested going off the menu. He noted that this was not a rash decision. He believes the separation discussions were rushed. He noted that he does not live in fear of state regulations and cannot wait for Madison to make a decision.

Ald. Pasbrig noted that a lot of fore-thought was put into it. He noted the Council had gone through some tough budgeting last year and will be this year also. Any tax payer would say humanity first and dollars later. Ald. Pasbrig noted that this is not new dollars.

Ald. Pasbrig made a motion to recommend extending the salary for November and December for the Two Most Junior Officers Previously Laid Off. Ald. Voss noted that this is four months vacation pay plus their payout. Kathie Wild noted that their payout is about \$2,800 and \$1,200. Ald. Hoy seconded the motion. Ald. Smith offered the amendment to extend the pay for one month. There was not a second and the amendment dies. Motion Carried 3-0-1, Ald. Smith voted present.

Item #6 – 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 and invited Ald. Moede and Ald. Voss to join in the discussion.

Ald. Pasbrig introduced the first item as no 3% increase for full-time non-union personnel. Mayor Heron noted that there will not be a 3% wage increase submitted in the budget. Ald. Voss stated no wage increase period.

Ald. Gering made a motion to Freeze Wages for 2010 for non-union employees. Ald. Hoy made a second to the motion. Motion carried unanimously.

Ald. Pasbrig introduced the item of non-union personnel to pay 5% of health insurance. Ald. Voss noted that it is too low and should be 10%. Kathie noted that the increase is 9%. Ald. Hoy made a motion of 5% contribution to health insurance from non-union employees. Ald. Gering seconded the motion. Ald. Smith made a motion to amend the motion to begin the contribution in 2011 between 5% and 10%. There was not a second. Amendment failed. Motion Carried 3-1, Ald. Smith voted no.

Ald. Pasbrig introduced the elimination of longevity pay in 2010. Ald. Gering made a motion to eliminate longevity pay in 2010. Ald. Hoy seconded the motion. Ald. Smith questioned that a large share belongs to a few paychecks. He believes that fair warning is in order. Ald. Smith made an amendment to eliminate longevity pay in 2011. Ald. Gering seconded the amendment. Ald. Gering would prefer a performance based bonus. Ald. Moede believed that it needs to be looked at and cut back or modified. Ald. Hoy noted that the City does not have a good way to do step increases for employees. She believes that the pay scale needs to be looked at and it plays into longevity. Ald. Pasbrig noted that it is two different items. Motion with amendment carried 4-0.

Ald. Pasbrig introduced the item of six furlough days in 2010. Ald. Gering made a motion for six furlough days in 2010. Ald. Hoy seconded the motion. Ald. Gering suggested to wait until the end of the first quarter in 2010. He stated that furlough days are to fix a budget, not to create a budget. Ald. Voss suggested that there should be 10 furlough days and include the union. Ald. Smith noted that the wrong employees are being targeted, and is not productive. Ald. Pasbrig noted that a lot of communities have resorted to this. Ald. Smith made an amendment to the motion to postpone the discussion of 6 furlough days in 2010 to a future meeting on October 19, 2009. Ald. Pasbrig seconded the motion of amendment. Amended motion carried 4-0.

Ald. Hoy had long term budget solutions of selling the golf course. She noted that the Council should offer to sell many of the properties including the golf course, TAG Center, City Hall and all assets. When a family comes on hard times, the family might have to sell assets. She noted that we are having hard times. She noted that the City should look to offer the items for sale.

Item #7 – Adjournment.

Motion by Ald. Pasbrig, second by Ald. Smith to adjourn at 8:40 p.m. Motion carried unanimously.

Deanna Boldrey
City Clerk