

The meeting was called to order at 6:40 p.m. by McKinnon with the following Roll Call:

Members Present: Voss, McKinnon, Hoy, Nitschke, Sabel, Liebenow

Members Absent:

Others Present: Mayor Heron, Kathie Wild, Shelley Eilbes, Bill Linzenmeyer, Chris Macneill, John Hennig, Vern Hilker, Dave Pasbrig, Jerry Koepp, Bob Smith, Connie Knoll, Curt Knoll, Sally Kahlhamer, Brian Paynter, Tony Persha, Mike Thoreson

Item #2 – Approve the Minutes of February 18, 2008 meeting.

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

Item #3 – Citizens Comments.

Dave Pasbrig asked the council to look at past experiences when it comes to replacing another person and to ask what do we need and don't need. Why the rush to replace an individual. He encouraged them to look at if they are setting a precedent and where the cost savings are.

Item #4 – Clerk's Report.

A. Spring Election Update.

Kathie reminded everyone that the Spring Election is Tuesday April 1st at City Hall. The polls will be open from 7:00 a.m. to 8:00 p.m. If anyone is not registered please stop at City Hall to fill out an application. You can also register the day of the election with proof of residency. People can also vote by absentee ballot. The deadline for making application to vote absentee by mail is 5:00 pm on Friday March 27th and the deadline for voting an absentee ballot in the clerk's office is 5:00 pm on Monday March 31st. Kathie encouraged everyone to come out and vote.

Item #5 – Discuss/Recommend Union's Request to Change Dental Insurance Carriers.

Shelley explained that the union had mentioned in the last contract negotiations that they would like to look into different dental insurance. The union had Delta Dental come in and they came back with a cost savings of \$6,700. Shelley explained that the earliest we could switch dental insurance carriers would be May 1st. Therefore our cost savings for 2008 for dental insurance premiums would be \$4,500. She would like to get the recommendation to go ahead to work with the attorneys to go forward with changing dental insurance carriers. She explained that the new plan is basically identical to the one we currently have. The new plan does have the addition of a vision discount program built into the plan. Ald. Voss asked if we would be locked into the current premiums until the end of the three year union contract. Shelley explained that the premiums would change every year but that she was told Delta Dental had a less of an increase in premiums than our old plan. Motion by Ald. Hoy, second by Ald. Liebenow to recommend starting working with the union attorneys to get the contract language updated with the new dental insurance. Motion carried 5-1 with Ald Voss voting nay.

Item #6 – Discuss/Recommend Options for Drivers for EMS.

Ald. McKinnon explained that this was put on the agenda after talking to numerous firefighters and EMT's about having first responders drive the ambulances. Ald. McKinnon explained that for the first ambulance three EMT's go out. These people are scheduled to be on call. For a second or third ambulance call there is no one on call. The ambulance only will go out if another three EMT's are available and respond. If no one comes then they call the Horicon ambulance. He explained that there are 10 members of the fire department that are first responders. These people are interested in helping out with driving the ambulances and agreed to be paid at a lower rate than the EMT's on call. According to state statues the ambulance only needs to be staffed with a minimum of two licensed EMT's. John Hennig stated that he has been an EMT for 40 years and 20 years as the EMT coordinator. He expressed that he would like to have three EMT's in the ambulances. They presently don't have drivers. He feels

that there are times when you need all three EMT's on a call. They are able to provide better care when they have three trained EMT's. He expressed his concern for possible problems with people trading shifts and that there may be times when they end up with two drivers and one EMT instead of the required two EMT's and one driver. There are currently only 12 EMT's and they are advertising for more people to become EMT's. He would like the matter to be put on hold until after the application deadline of April 15th. Curt Knoll a member of the EMS and fire department stated that the city needs to be concerned with saving the city money. He agrees that first responders should be able to drive the ambulances. He has talked to numerous EMT's and fire fighters and they are in favor of it. He thinks the fire department and EMS should all work as one. He expressed that EMT's would only be allowed to trade shifts with other EMTs and that they wouldn't be able to trade shifts with drivers. The Mayor expressed his concern that he hasn't heard anything about this before. He would like further review on the matter and doesn't like going against an experience department head. He suggested doing some further research and tabling the matter for now. Ald. Sabel stated this isn't the first time this has been brought up. We need to make some cuts to save money. Bob Smith asked to speak and expressed that it was inappropriate for Ald. McKinnon to undermine a department head and also a conflict of interest. Ald. McKinnon expressed that this has been brought out numbers times before he was on council. He brought this up because it was brought up to him by members of the EMS and fire department and he felt it is his job as chairperson to put it on the agenda to be discussed. Mike Thoreson a fire fighter and first responder stated that he wanted to offer to help and that he doesn't have time to be an EMT but would like to be a driver. Chief Linzenmeyer expressed that there is no problem with the ambulance service. This is a first class service. He feels the department head should deal with the issue. Motion by Ald. Voss, second by Ald. Liebenow to table the issue. Motion carried 4-2 with Ald. McKinnon and Ald. Nitschke voting nay.

Item #7 – Convene into Closed Session Pursuant to Section 19.85 (1) (c) considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and (e) deliberating or negotiating the purchase of public property, the investing of public funds, or conducting under specified public business, whenever competitive or bargaining reasons require a closed session.

- A. Determine City's Bargaining Position with Regard to Wages to be paid to Union Working Street Superintendent and Consider Additional Compensation for Director of Public Works.
- B. Committee May Reconvene into Open Session for Possible Action.

There was discussion as to if there was a valid reason to go into closed session and what exactly was going to be discussed. The council did not feel it was necessary to go into closed session and wanted to discuss item #8 to determine if there was a need to discuss this agenda item. After the discussion of item #8 the council tabled the discussion of filling the position until the next personnel meeting.

Item #8 – Discuss/Recommend the Creation of the Position of Union Working Street Superintendent and Elimination of Non-Union Street Superintendent.

This item was moved ahead of #7 on the agenda. With the resignation of Ron Guse, Vern put together a memo for the council explaining an option they could use for replacing the Street Superintendent position. Ald. Voss didn't like the idea of creating another position within the union. He would like the council to look at hiring someone to train for Vern's position since Vern will be retiring in two years. Ald. Liebenow didn't think we should be moving the Street Superintendent to a union position. Vern explained that he is concerned that the department only has five people and with the hiring schedule he put together the earliest start date is May 19 if we started the hiring process right away. Vern explained that the person on the city crew who was interested in the Street Superintendent position was not interested in leaving the union. The Mayor expressed that quick staffing changes aren't always the best. He appreciated Vern coming forward with an idea. He is hesitant to fill and would like to get creative and save the city money. Motion by Ald. Hoy to recommend the creation of the position of union working

street superintendent and elimination of non-union street superintendent. The motion failed to get a second so the motion died.

Item #9 - Discuss/Recommend Additional Compensation for Director of Public Works.

This item was tabled due to the discussion that took place in item #8.

Item #10 - Discuss/Approve the Posting and Advertising for the Public Works General Labor Position and Union Working Street Superintendent.

There was discussion as to if a general laborer was hired then the position of street superintendent would not be filled. However if the street superintendent position was to be filled also then there would be two positions created in the street department. Dave Pasbrig who was in the galley suggested hiring a high school, college or retired person to help cut lawns this summer. Vern expressed that it's important to have someone on board to be working over the summer to get familiar with the trucks and equipment come snow plowing season. The Mayor agreed that we are understaffed and thought it would be a good idea to take a step back and look at the department. It was decided that the personnel chair will meet with Vern to discuss the department's needs. The item was tabled until next month's personnel meeting.

Item #11 – Adjournment.

Motion by Sabel, second by Voss to adjourn at 7:51 p.m. Motion carried unanimously.

Kathie Wild, City Clerk