



Finance/Personnel Committee

335 South Broadway

De Pere, WI 54115

<http://www.de-pere.org>

Regular Meeting

Minutes

Tuesday, June 10, 2014

7:30 PM

De Pere City Hall Council Chambers

Call to order.

Mayor Michael Walsh called the regular meeting of the Finance/Personnel Committee to order at 7:30 PM on June 10, 2014 at De Pere City Hall Council Chambers, 335 S. Broadway Street, De Pere, WI.

Attendee Name	Title	Status	Arrived
Scott Crevier	Aldersperson	Present	
Michael Donovan	Aldersperson	Present	
Larry Lueck	Aldersperson	Present	
Lisa Rafferty	Aldersperson	Present	
Michael J. Walsh	Mayor	Present	

Also present City Administrator Lawrence Delo, Police Chief Derek Beiderwieden, Interim Fire Chief Jeff Roemer, Finance Director Joe Zegers, Human Resources Director Shannon Metzler and members of the public.

2. Approval of the minutes of the May 13, 2014 regular meeting of the Finance/Personnel Committee.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Michael Donovan, Aldersperson
AYES:	Crevier, Donovan, Lueck, Rafferty, Walsh

3. Consideration of Police Overtime for May 2014
Discussion followed motion with Chief Beiderwieden responding to committee member questions regarding the increase in staffing level.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Larry Lueck, Aldersperson
SECONDER:	Scott Crevier, Aldersperson
AYES:	Crevier, Donovan, Lueck, Rafferty, Walsh

4. Fire Department Overtime Report for the month of May.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael Donovan, Aldersperson
SECONDER:	Michael J. Walsh, Mayor
AYES:	Crevier, Donovan, Lueck, Rafferty, Walsh

5. Presentation of Preliminary Draft of 2013 Audit Management Letter.
Mike Konecny of Schenck S.C. presented the 2013 draft management communications letter and responded to committee member questions. Upon discussion, Mayor Walsh moved, seconded by Aldersperson Lueck to recommend approval of the letter to the Common Council. Upon vote, motion was approved unanimously.

RESULT:	DISCUSSED
----------------	------------------

6. Consideration of new Compensation Policy which includes pay for performance *
Agenda Item #6 was addressed out of order after Agenda Item #4.

Human Resources Director Metzler provided an overview of the performance management team and the main components of the new pay for performance plan they put together. Human Resources Director Metzler and team members Chrystal Woller and Carey Danen responded to committee member questions. Discussion followed. Upon discussion, Alderperson Donovan moved, seconded by Mayor Walsh, to:

1. Approve the new compensation policy; and
2. Take an online performance management software contract directly to the next Common Council meeting

Upon vote, motion was approved unanimously.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael Donovan, Alderperson
SECONDER:	Michael J. Walsh, Mayor
AYES:	Crevier, Donovan, Lueck, Rafferty, Walsh

7. Public comment and announcements.

Mayor Walsh encouraged the community to attend the ArtWalk on Friday, June 13, 2014 sponsored by Definitely De Pere.

8. Future agenda items.
None.

9. Adjournment.

Upon motion by Mayor Walsh, seconded by Alderperson Rafferty, the Finance/Personnel Committee unanimously adjourned at 8:56 p.m.

Respectfully submitted,
Jennifer Dupont