



Finance/Personnel Committee

Regular Meeting

335 South Broadway
De Pere, WI 54115
<http://www.de-pere.org>

Minutes

Tuesday, May 8, 2018

7:30 PM

De Pere City Hall Council Chambers

1. Call to Order. Mayor Walsh called the regular meeting of the Finance/Personnel Committee to order at 7:30 PM on Tuesday, May 8, 2018, at De Pere City Hall Council Chambers, 335 South Broadway Street, De Pere, Wisconsin 54115.

Attendee Name	Title	Status	Arrived
Scott Crevier	Alderman	Present	
Ryan Jennings	Alderman	Present	
Larry Lueck	Alderman	Present	
Casey Nelson	Alderman	Present	
Michael J. Walsh	Mayor	Present	

Also Present: City Administrator Lawrence Delo, City Attorney Judith Schmidt-Lehman, Human Resources Director Shannon Metzler, Finance Director Joe Zegers, Public Works Director Scott Thoresen, Fire Chief Alan Matzke, Police Captain Chad Opicka and Alderman Jonathan Hansen.

2. Election of Vice-Chair.

Alderman Crevier made a Motion to elect Alderman Lueck as Vice-Chair, seconded by Alderman Nelson.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Alderman
SECONDER:	Casey Nelson, Alderman
AYES:	Crevier, Jennings, Lueck, Nelson, Walsh

3. Approval of the Minutes of the April 10, 2018 Regular Meeting of the Finance/Personnel Committee.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Alderman
SECONDER:	Ryan Jennings, Alderman
AYES:	Crevier, Jennings, Lueck, Nelson, Walsh

4. Public Comment and announcements.

None.

5. Approval of Police Overtime for April 2018.

Alderman Crevier inquired about overtime for active shooter training referenced in the Chief's memo. Captain Opicka explained that occasionally training is authorized outside of normal working hours. The Mayor added that the Chief's memo indicated 8 hours of overtime at St. Norbert College for active shooter training. Captain Opicka explained that the department did work with campus safety and some teaching students to provide ALICE training and that this training is currently in high demand.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Casey Nelson, Alderperson
SECONDER:	Larry Lueck, Alderperson
AYES:	Crevier, Jennings, Lueck, Nelson, Walsh

6. Fire Department Overtime and LifeQuest Services Billing Reports for April, 2018.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Casey Nelson, Alderperson
AYES:	Crevier, Jennings, Lueck, Nelson, Walsh

7. Consider donation from Verna Kuschel to the Fire Department.*

Alderperson Crevier inquired as to the planned use of the money to which Chief Matzke indicated there are no pressing projects currently pending. This donor had previously provided a donation for the UTV project, but that fundraising project is now concluded, so this second donation will go into a fund for future use. Administrator Delo added that donations of this type that are not earmarked for a specific account will come back for approval when the money is requested to be utilized.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Casey Nelson, Alderperson
SECONDER:	Ryan Jennings, Alderperson
AYES:	Crevier, Jennings, Lueck, Nelson, Walsh

8. Request of Ald. Hansen that the Council approve putting a binding referendum question to the voters in November to exceed the levy limit to eliminate charges to property owners for repair or replacement of sidewalk.*

Alderperson Hansen, representing District 2, addressed the Committee and indicated that he is sympathetic to residents regarding sidewalk repair costs and suggested that these repairs be paid through property tax levy, rather than a wheel tax, as it allocates more of a fair share on property tax bills. Further, a referendum is appropriate because Council is precluded from taking action by Resolution to eliminate sidewalk assessments, and the matter is left to the residents to decide. Finance Director Joe Zegers advised Alderperson Hansen that an additional tax of \$8.25 per \$100,000 of assessed property would generate \$150,000.

Alderperson Nelson expressed his support of shifting sidewalks from being viewed as personal property to community property and brought up for discussion whether consideration should be given to adding new sidewalks also. Alderperson Crevier asked if the City requested to exceed levy limit in the past to which Administrator Delo advised of a referendum to exceed for the purpose of street repairs, but not new streets. City Attorney Judith Schmidt-Lehman indicated that the referendum amount does stay the same year after year and the street referendum is still in place. She mentioned two additional referendums regarding police and maintaining city services which failed, but the street repairs referendum passed.

Alderperson Jennings confirmed that a referendum wouldn't affect the City Expenditure Restrain Credit. Alderperson Lueck asked about how the money is credited in situations where the money is insufficient, to which Administrator Delo explained that if the money

is exceeded the remainder is bonded; it is then repaid through the general levy depending upon the language of the Ordinance. Alderperson Lueck asked about the steps in the referendum process to which the City Attorney explained that the statute indicates question phrasing and would require information that the City would not possess until July; the question would then go before Council in a Resolution after all information is available, and the City Clerk indicated that August 28 is the last date to submit a referendum request to Brown County.

Upon further discussion and questioning, the City Attorney advised that this referendum would be binding; Mayor Walsh expressed that he would prefer it be non-binding and indicated the voters entrust the council to make tough decisions. Public Works Director Thoresen indicated that the City does exceed the street referendum amount every year and that sidewalks would be handled similarly, based off a rating program; when the amount is exceeded, the remainder would then be bonded. Alderperson Crevier asked about a change in homeowner mentality in pursuing repair when the City is responsible to which Public Works Director Thoresen indicated the intent would be to continue with the 8 year cycle that is in place, to include hazardous sidewalks that also warrant repair. Currently an order is sent to the property owner to fix their sidewalk when it is determined to be in need of repair.

In response to Alderperson Jennings who asked for an explanation of the difference between binding and non-binding, the City Attorney explained that a non-binding referendum is put to voters to ask their opinion and the vote would be a recommendation; a referendum such as this proposal is binding and will question voters if the levy shall be increased, and if the vote is yes, then the levy is increased for the next fiscal year. Administrator Delo added that the Committee could adopt Alderperson Hansen's recommendation and Council could still refer the item back to staff to determine a more accurate amount for a referendum question.

Discussion continued on Alderperson Nelson's proposal of adding in new sidewalks. Administrator Delo cautioned the Committee about not having the ability to control costs of sidewalks for new subdivisions or other development and being locked into a dollar amount resulting from a referendum; the City is able to make a better estimate on repair and replacement costs. Public Works Director Thoresen also cautioned that the cost of including new sidewalks can significantly increase a referendum. Alderperson Lueck agreed that the Council is entrusted to make hard decisions and that this item gives homeowners an incentive to call in for repairs.

RESULT:	DEFEATED [2 TO 3]
MOVER:	Casey Nelson, Alderperson
SECONDER:	Ryan Jennings, Alderperson
AYES:	Ryan Jennings, Casey Nelson
NAYS:	Scott Crevier, Larry Lueck, Michael J. Walsh

9. Consideration of Agreement with Carlson Dettmann Consulting, LLC for a Compensation Study/Market Review.*

Alderperson Crevier asked whether the parameters of the market study will also encompass positions where employees were requesting pay increases after receiving better offers. Human Resources Director Shannon Metzler advised that this study will gauge how the City compares against the market and that generally the Council wanted

the City's compensation plan to be a leader by being a little ahead of the market, which requires the plan to be re-evaluated frequently. Alderperson Lueck asked whether the City utilizes Carlson Dettmann for anything else to which HR Director Metzler indicated that Carlson Dettmann did review a few single positions since the last full study.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Larry Lueck, Alderperson
AYES:	Crevier, Jennings, Lueck, Nelson, Walsh

10. Future agenda items.

Alderperson Crevier asked to clarify the result of the levy limit item, which Mayor Walsh indicated will go forward to Council with recommendation of the Finance/Personnel Committee to not approve.

11. Adjournment.

Upon Motion of Mayor Walsh, seconded by Alderperson Crevier, the Finance/Personnel Committee unanimously adjourned at 8:20 PM.

Respectfully submitted,
Angela Zills