



Finance/Personnel Committee

335 South Broadway

De Pere, WI 54115

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

Regular Meeting

Minutes

Tuesday, March 11, 2014

7:30 PM

De Pere City Hall Council Chambers

Call to order.

Aldersperson Donovan called the regular meeting of the Finance/Personnel Committee to order at 7:30 PM on March 11, 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	Excused	

Also present were City Administrator Lawrence Delo, City Attorney Judith Schmidt-Lehman, Police Chief Derek Beiderwieden, Interim Fire Chief Jeff Roemer, Human Resources Director Shannon Metzler, Planning & Economic Development Director Ken Pabich, Parks, Recreation & Forestry Director Marty Kosobucki and members of the public.

2. Approval of the minutes of the February 11, 2014 regular meeting of the Finance/Personnel Committee.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Lisa Rafferty, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Lisa Rafferty
EXCUSED:	Michael J. Walsh

3. Consideration of Police February 2014 Overtime Report

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Larry Lueck, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Lisa Rafferty
EXCUSED:	Michael J. Walsh

4. Approval of the February 2014 Overtime Report for the Fire Department.
Discussion followed with Interim Fire Chief responding to questions regarding the duty crew increase.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Lisa Rafferty, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Lisa Rafferty
EXCUSED:	Michael J. Walsh

5. Consider request to amend De Pere Municipal Code regarding discharge of firearms for hunting within City limits. *
Motion was to approve request to allow hunting with recommendations outlined in memo presented to committee. Discussion followed with City Attorney Schmidt-Lehman responding to committee member questions. This matter will also be reviewed by the

Board of Park Commissioners. Recommendations from both the Park Board and this committee will go to Council for a final decision.

Aldersperson Lueck moved to open the meeting, seconded by Aldersperson Crevier. Upon vote, motion carried unanimously.

Ben Wozniak spoke on behalf of his father-in-law, Bob Janssen, in support of hunting to eliminate deer and other animals considered a nuisance.

Aldersperson Crevier, seconded by Aldersperson Rafferty to return to regular order. Upon vote, motion carried unanimously. More discussion followed.

RESULT:	DEFEATED [2 TO 2]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Larry Lueck, Aldersperson
AYES:	Michael Donovan, Lisa Rafferty
NAYS:	Scott Crevier, Larry Lueck
EXCUSED:	Michael J. Walsh

6. Out of State Travel for Administrative Assistant
Discussion followed regarding notification of out of state travel for this calendar year.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Lisa Rafferty, Aldersperson
SECONDER:	Larry Lueck, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Lisa Rafferty
EXCUSED:	Michael J. Walsh

7. Review the project proposal for 2014 aerial photography and planimetric mapping for the City of De Pere. *
Discussion followed with Planning & Economic Development Director Pabich responding to committee member questions.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Larry Lueck, Aldersperson
SECONDER:	Scott Crevier, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Lisa Rafferty
EXCUSED:	Michael J. Walsh

8. Recommendation for Cleaning Contract 2014 *

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Lisa Rafferty, Aldersperson
SECONDER:	Michael Donovan, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Lisa Rafferty
EXCUSED:	Michael J. Walsh

9. Discussion on Performance Management Plan
Item was for discussion purposes only; no action was taken.
10. Public comment and announcements.
None.

11. Future agenda items.
None.
12. Grievance submitted by the De Pere Police Benevolent Association on behalf of Officer Matthew Magno.
A March 11, 2014 letter objecting to the proceedings on the grievance from De Pere Police Benevolent Association's attorney, Brendan Matthews, was read into the record by City Attorney Schmidt-Lehman. Step 2 of the grievance procedure of the Collective Bargaining Agreement was then reviewed. March 10, 2014 email correspondence between City Attorney Schmidt-Lehman and Attorney Matthews was also read into the record. Discussion followed. Police Chief Beiderwieden reviewed the events leading up to the written reprimand, the grievance and the reason for his denial. More discussion followed.

Aldersperson Crevier moved, seconded by Aldersperson Rafferty to convene in closed session. Upon roll call vote, motion carried unanimously.

Aldersperson Crevier moved, seconded by Aldersperson Rafferty to reconvene in open session. Upon roll call vote, motion carried unanimously.

Aldersperson Lueck moved, seconded by Aldersperson Crevier to deny the grievance for the following reasons:

1. Lack of specificity of alleged contract violations;
2. Association failed to take advantage of contractual remedy;
3. Association waived its right to present evidence before the Committee;
4. Association's written submission did not provide sufficient evidence to overturn the discipline;
5. No interrogation of Officer Magno took place; and
6. The discipline imposed was commensurate with the offense.

Upon vote, motion was approved unanimously.

13. Adjournment.

Upon motion by Aldersperson Crevier, seconded by Aldersperson Rafferty, the Finance/Personnel Committee unanimously adjourned at 8:20 p.m.

Respectfully submitted,
Jennifer Dupont