

FINANCE COMMITTEE MINUTES  
October 15, 2012  
City Hall – 1<sup>st</sup> Floor Conference Room #111 - West

Finance Chairperson Scott McMeans called the meeting to order at 5:32 PM

Present: Alderpersons Scott McMeans, Christopher Able, James Brey, Collin Braunel & Eric Sitkiewitz

Absent: None

Also Present: Mayor Justin Nickels, Alderpersons Dave Soeldner, Jill Hennessey (6:05), Jason Sladky (5:50), Finance Director/Treasurer Steve Corbeille, Assistant Finance Director/Treasurer Tony Scherer, Fire Chief Bill Manis, Deputy Fire Chief Todd Blaser, Deputy Fire Chief Gregg Kadow (6:12), City Planner Dave Less, Library Director Cherilyn Stewart, Building Inspector Bill Jindra, Director of Public Works & City Engineer Val Mellon, Recreation/Senior Center Supervisor Denise Larson, Engineering Administrative Assistant Karen Dorow, HTR Reporter Charlie Mathews, other city employees and various members of the public.

**Approval of Minutes**

Motion by Alderperson Able, second by Alderperson Sitkiewitz to approve the minutes of October 1<sup>st</sup>, 2012 Finance Committee meeting. Motion carried unanimously.

**Public Input**

No public input was presented.

**Value Stream Mapping**

Alderman McMeans passed out a copy of the proposed contract with Lakeshore Technical College to provide Lean Government Value Stream Mapping. He went on to explain how this service would fit in with the strategic plan initiative being carried out by a number of groups within the City and how it would be funded. The Committee considered whether the amount of time stated in the contract would be sufficient. Alderman Brey questioned the need for the study in relation to the anticipated benefits. The Committee continued to discuss the issue including the process, costs, and benefits including developing a culture of continuous improvement within City government and problem solving.

Motion by Alderperson Able, second by Alderperson Braunel to proceed with the project per the scope and cost (\$1,422.40) stated in the contract. Motion passed (4-1) with Alderperson Brey dissenting.

**2013 Proposed City Budget –  
Compensation & Staffing Levels within the Dept of Public Works and Planning**

Alderman McMeans turned the floor over to the Director of Public Works & City Engineer Val Mellon. Mellon passed out materials to the Committee asking for reinstatement of wages for the position reduced from a supervisor to a general laborer in the 2012 Budget. Ms. Mellon explained the duties and her reasons for reinstating the wages for this position.

Mellon went on to explain her second point; that “a laborer - is a laborer - is a laborer” is not a valid assumption. She brought out the fact that different positions require different knowledge and skill sets. She explained that the current rates were established over many years of negotiation; that many nuances in job skills and benefits were considered. In summary, to arbitrarily place everyone at the same pay rate would be an injustice and create additional harm to moral.

The Committee then returned to the City Engineer’s first point and proceeded to have a lengthy conversation regarding the exempt/non-exempt status of the “supervisory/laborer” position. Discussed were the duties and tasks being assigned to the position and whether or not that person could or should be assigned to perform those tasks and duties under that position’s current exempt/non-exempt status.

Alderman Able then requested that the Committee be provided additional information comparing the current duties, pay, benefits, education and skill levels required of the positions in the DPW/Park/Rec/Cemetery/Zoo divisions to the 2013 Budget proposal. There was agreement among the Committee.

The Committee then moved on to the request from the Planning Department. City Planner Dave Less explained that the Inspection Division was in dire need of an additional 1.5 FTE’s. He explained how the decisions made in the 2012 Budget have affected the division’s ability to carry out their responsibilities (demand exceeding supply) and the consequences and fall-out of those deficiencies. The Committee discussed the issues with the City Planner in some detail. Alderman McMeans requested that the City Planner report back to the Committee with information on what practices or procedures the department has initiated in an attempt to meet the demand at their current staffing levels.

The Committee set up the next meeting date for Wednesday, October 17<sup>th</sup>, 2012 at 6:30 PM. Chairperson McMeans also stated his intent to schedule Finance Committee meetings on the next two Mondays if needed.

Motion by Alderman Brey, second by Alderman Able to adjourn. Motion carried unanimously. Chairman McMeans declared the meeting adjourned at 6:26 PM.

Respectfully Submitted,

Alderman Scott McMeans  
By: Anthony Scherer  
Assistant Finance Director

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