

City of Lodi Finance & Human Resources Committee Meeting
Minutes of August 28, 2018

1. Call to Order

The Finance & Human Resources Committee meeting was called to order by Alder Stevenson at 4:00 p.m.

Committee Members present: Rich Stevenson, Eric Hansen, Paege Heckel, Suzanne Miller and Ann Groves Lloyd

Absent: Peter Tonn

Staff present: Jennifer Sweeney, Sandy Bloechl, Kennan Buhr, Scott Klicko, and Julie Ostrander

Others present: Mayor Ness and Adele Van Ness

2. Public Input: None

3. Minutes of August 21, 2018

Motion by Groves Lloyd, second by Heckel to approve the minutes from the August 21, 2018 Finance & Human Resources Committee meeting. Motion carried.

4. Classification and Compensation Policy Discussion

If an employee is at the max of a pay grade, they will get a lump sum payment for a cost of living increase. Achievement is not going to be added to base salary. Achievement awards will be lump sum payments or bonus and will not increase the base of pay. Groves Lloyd doesn't agree with the lump sum payments because then no one moves within their grade. Stevenson thought a longevity increase needs to be implemented. Klicko brought up concerns regarding discipline because it could create a double discipline one implemented by him and one implemented by human resources. He also pointed out that the system is not equitable. Ostrander pointed out that this will not pertain to officers that are a part of the union. Stevenson would like to see that bonuses are given along with a cost of living adjustment and to figure out a way to move employees through the pay range. Groves Lloyd explained that the original intent of merit was to move people through their pay grade. Heckel agreed that longevity is an issue. Hansen would like to know what other municipalities are doing. Ostrander explained that is why we do the market study every few years. Discussion followed. Sweeney verified what portions of the policy should be brought back to the next meeting.

5. Benefits Discussion

Hansen handed out general information on healthcare benefit comparables and discussed the information. Stevenson said Hansen's finding show that the City supplies their employees with an excellent health program. It is recommended by the committee to offer a survey to employees.

6. 2019 Budget: Departmental Review

6a. Parks Budget

The original comprehensive plan is from 1993. Parks cannot apply for DNR and some state and federal grants without a current (less than 5 yrs old) comprehensive plan. There is also a need to replace trees since we have had to remove several ash trees this year. The Parks Commission has discussed how to generate funds for the pool bond payments and have not been able to come up with any ideas. The Gluth Park shelter roof is the one that needs repair not the shelter in Habermann Park. Discussion followed.

6b. Police Budget

The squad car replacement was moved from capital into operational since vehicles are replaced frequently. Union negotiations haven't progressed and the assumption is it will happen next year. WPPA's agent has been the issue as to why there has been no progress. The school district has committed up to \$17,000 for a school resource officer.

The K-9 fund has been averaging a couple thousand in expenses per year. Athena (the K-9) has not cost the city anything. This fund has been funded by donations only.

6c. Public Works Budget

Ostrander explained that there is 3% built in for wages. Sweeney explained that the street project has been removed unless there is a mill & repave or crack fill that should be done. Next Tuesday the Public Works Committee will further discuss the mill & repave issue.

6d. Electric Distribution Utility Budget

The hearing for the rate increase is set for Sept 18th. The rate increase is not currently included in the revenue for this budget.

6e. Water Utility Budget

The street project was removed and the well #2 backup generator was moved to 2020. The PSC has requested more answers regarding the water rate increase.

6f. Wastewater Utility Budget

The street project was removed and the rate increase of 3% was effective March 2018.

7. Date and Time of Next Meeting

Tuesday, September 18th at 5:00 p.m.

8. Adjourn

Motion by Heckel, second by Groves Lloyd to adjourn. Motion carried. The meeting adjourned at 6:48 p.m.

These minutes have been approved.