

City of Lodi Finance & Human Resources Committee Meeting
Minutes of September 18, 2018

1. Call to Order

The Finance & Human Resources Committee meeting was called to order by Alder Stevenson at 5:05 p.m.

Committee Members present: Rich Stevenson, Eric Hansen, Paege Heckel, Suzanne Miller and Peter Tonn

Absent: Ann Groves Lloyd

Staff present: Jennifer Sweeney, Dawn Collins, Sandy Bloechl, Scott Klicko, Trish Frankland and Julie Ostrander

Others present: Mayor Ness, Representatives from Cities and Villages Mutual Insurance Company Michelle Voskuil and Pallin Allen

2. Public Input: None

3. City Insurance Presentation

Pallin Allen gave presentation on Cities and Villages Mutual Insurance Company (CVMIC). Michelle Voskuil discussed costs.

4. Minutes of August 28, 2018

Motion by Heckel, second by Hansen to approve the minutes from the August 28, 2018 Finance & Human Resources Committee meeting. Motion carried.

5. Approve August 2018 City Payroll

Motion by Miller, second by Tonn to approve the August 2018 City Payroll. Motion carried.

6. Approve August 2018 Check Register

Motion by Heckel, second by Miller to approve the August 2018 Check Register. Motion carried.

7. Review Aged AR Report

Refer Complete Video to Council for write-off. Motion by Stevenson, second by Miller to refer Complete Video to council for write-off since it has been out of business for several years.

8. Benefits Discussion

8.a. Recommendation to Common Council: Resolution 18-67 Inclusion under the Income Continuation Insurance Plan

Motion by Heckel, second by Miller to recommend Resolution 18-67 Inclusion under the Income Continuation Insurance Plan to Common Council. Motion carried.

8.b. Recommendation to Common Council: Resolution 18-68 Including Dental Insurance with the Existing Employer Option Selection in the Wisconsin Public Employers' Group Health Insurance Program

Motion by Heckel, second by Stevenson to recommend Resolution 18-68 Including Dental Insurance with the Existing Employer Option Selection in the Wisconsin Public Employers' Group Health Insurance Program to Common Council. Motion carried.

9. Classification and Compensation Policy Discussion

Stevenson understands merit being a one-time thing. Stevenson also pointed out that increase within their grade needs to be addressed. Sweeney explained how the grades were established. Disciplinary action needs to be removed from section 2 as well. Also remove max on pay grade from achievement increases. Note that achievement award should be defined that it is a one-time award. Tonn suggest that if someone adds knowledge and builds their resume which makes them

a more valuable employee that would be a reason to increase their hourly rate. Sweeney explained that there are some positions that require certification and recertification. There are also many employees who need to stay up to date on many different things that do not require any type of certification. The biggest issue right now is that there is no way to move people through the pay ranges. Policy will need to be revisited at a later meeting for further discussion.

10. Funding EMS Apportionment on a Per Capita Basis

This change is due to a discussion West Point brought up in the joint fire and EMS meeting. Next Monday is the next scheduled joint meeting. Mayor Ness said that he believes that the Town of West Point may try to do the same per capita for funding the fire department. Stevenson said that there are a lot of seasonal residents in Town of West Point and Town of Lodi, so the population fluctuates. Ostrander said that the Fire Dept. has not given us anything in advance. Miller stated that the Town of Dane would still need to pay per service, but the \$11,000 would be a flat fee and the Town of Dane would not contribute for gear or a new ambulance. Tonn believes that the cost to the Town of Dane should help with the cost of gear because \$11,000 is not enough to cover it. Expanding the coverage area will have an effect on the equipment and ambulances. The joint meeting will be Monday at 6:00 pm at the Town of Lodi.

11. Proposed EMS Service to a Portion of the Town of Dane

This was part of the above discussion.

12. 2019 Budget Discussion

Frankland broke down circulation numbers for the city, town, and others, which showed that the city contributions to the library is extremely close to actual circulation. Tonn voiced his concern that the city has no control over the expenses incurred by the library. This breakdown also doesn't take into consideration that the city covers the building and major maintenance to the building. Stevenson said that the graphs show that the Town of Lodi falls short in their contributions. More discussion on budgets at the next meeting.

13. Date and Time of Next Meeting

Tuesday, September 25th at 4:30 p.m.

14. Adjourn

Motion by Stevenson , second by Tonn to adjourn. Motion carried. The meeting adjourned at 7:05p.m.

These minutes have been approved.