
Meeting of the: COMMITTEE OF THE WHOLE COUNCIL
Date/Time: Thursday, October 13, 2016 @ 6:00 p.m.
Location: Council Chambers (2nd Floor Public Safety Building) 321 S Fourth Street
Members: Tim Swadley, Sid Boersma, Michael Engelberger, Regina Hirsch, Greg Jenson, Kathleen Johnson, Dennis Kittleson, Paul Lawrence, Tom Majewski, Pat O'Connor, Scott Truehl, Vacant, Mayor Olson

CALL TO ORDER

Council President Swadley called the meeting to order at 6:00 p.m.

Clerk Kropf called the roll and noted that 8 alderpersons were present with Majewski, Truehl, and Lawrence being absent and excused.

NEW BUSINESS

Approval of the October 6, 2016 Committee of the Whole meeting minutes.

Motion by Engelberger, to approve the minutes of the October 6, 2016 Committee of the Whole meeting, second by Jenson. Motion carried 8-0.

2017 Executive Budget Presentation

Mayor Olson gave a detailed overview of the 2017 City of Stoughton Budget. She explained that the budget, as always is a service based budget. This budget supports implementation of Phase 2 of the Springsted Wage Compensation Study. Olson explained that the Compensation Study would also move three department heads to the median wage range, which reflects the current market.

Olson stated that this budget also supports the creation of an Information Technology Director that would benefit all City departments and supports a Fleet Mechanic to work with our Fleet Manager within the Department of Public Works. As a reminder it also supports the recent movement of the HR Generalist Position from part-time to full-time and the reorganization of the Opera House staff. She noted that the budget would allow for Sunday hours at the Library and would continue economic development initiatives. Those initiatives would include converting the Redevelopment Authority along with the Housing Authority into a Community Development Authority. It would also fund the Landmarks pilot grant program request. She then broke down the actual costs of the aforementioned budget proposals.

She explained that this budget does not support the options for a new part time library employee, a new police officer, new police clerical position, two new Public Works employees, nor a new full time fire employee. She noted that at the next Committee of the Whole meeting, each department head will be presenting their individual budget line by line.

Kittleson inquired if the IT Director position could be contracted out versus in-house staff and if that change would present any significant savings. He further asked that if it did have savings, could that money be used towards another police officer. Mayor Olson noted that with the high impact on IT on all

of the City departments she wants to have someone available to fix any potential issues within the City, so that staff wouldn't have to wait for a resolve.

Recommend approval of the Springsted Compensation Plan- Phase II

Human Resources Director Gillingham gave a detailed outline of the Springsted Compensation Study. She explained that phase II would be the next step in the study, which would bring all employees up by 2% to reflect the current market rate. She also noted that this plan would bring the three department heads up to the median wage, which would also reflect the current market rate as well, and it would eliminate any kind of cost of living adjustments.

Gillingham explained the health and dental insurance increases. She noted that the rate increases were rate locked at the time that the contract was funded. Boersma did remind the Committee that in 2015 the City did save a significant amount of money by switching to an HMO plan. Gillingham noted that City employees pay 3% of the monthly premium, which means that an individual pays \$16.18 and a family plan costs \$42.07 per month. Swadley stated that he felt that the comparison of what private and public sector employees pay is drastic. He inquired if City employees should be paying more, to help the City save money. Gillingham explained that the fact that the City does have such a low cost to the employee is one of her only recruitment tools because the wage scale in the public sector is drastically lower than that of the private sector. She went on to explain the 20% decrease in the Workers Compensation costs and noted that the City is working to make sure that any employee who is cleared for light duty is able to get back to work, even if not in their department.

Review and recommend approval of the 2017 General Fund Budget

Finance Director Sullivan gave a detailed overview of the City's 2017 line item budget. She outlined the City's revenues and noted that most of all of the revenues stayed consistent, with the largest increases coming from the property taxes and the utilities pilot programs. Each department head then presented a detailed overview of their department's line item budget. Boersma agreed with Alderperson Kittleson's previous request, that the City should explore using an outside IT company versus having a full-time staff person. Planning Director Scheel noted that the amount of interfacing that the different agencies need to have, would require one person to familiarize themselves with the system as a whole. The proposed budget would allow for \$150,000 to cover the cost of hiring an IT person.

The Committee of the Whole recessed at 8:32 p.m.

The Committee of the Whole reconvened at 8:50 p.m.

The department heads then continued with their detailed presentations of their line item budget. Finance Director Sullivan explained the transfers to the special funds. Mayor Olson did a final highlight of what this budget will allow for.

Recommend approval of the 2017-2021 Capital Improvement Plan

The Committee of the Whole recessed at 9:48 p.m.

The Committee of the Whole reconvened at 10:00 p.m.

Finance Director Sullivan gave a detailed presentation of the Capital Budget. She noted that this year's CIP budget would be approximately \$2.8 million. She noted that in 2018, the CIP budget would be over \$10 million to accommodate the new Public Works building. She noted that to lighten the burden of the

borrowing on 2018, some of the CIP items that would be in 2018 will occur in 2017. This change would reflect money set aside for 2017 for equipment along with Parks & Streets maintenance projects. This movement of projects would change the City's 2017 CIP budget to \$5.8 million. City staff then gave a detailed overview of the CIP projects for 2017 through 2021.

Motion by Jenson, to recommend approval of the CIP Budget to the City Council, second by Engelberger. Motion carried 8-0.

Motion by O'Connor, to recommend approval of the Springsted Compensation Plan- Phase II to the City Council, second by Boersma. Motion carried 8-0.

Motion by Jenson, to recommend approval of the General Fund Budget to the City Council, second by Hirsch. Motion carried 8-0.

Future Agenda Items

- The next Budget Meeting will be held on October 27, 2016 at 6:00 p.m. to discuss the Special Funds

ADJOURNMENT

Motion by Jenson, to adjourn the meeting of the Committee of the Whole, second by Boersma. Motion carried 8-0. The meeting of the Committee of the Whole adjourned at 10:49 p.m.
