

## **COMMITTEE OF THE WHOLE**

A meeting of the Committee of the Whole was called to order by Chair Penterman on Monday, January 6, 2025 at 6:30 P.M.

Members present: Antoine, DeCoster, Eggleston, Kilgas, Moore, Schell, and Thiele.

Also present: Mayor Penterman, Attorney Greenwood, DPW/Eng. Neumeier, Com. Enrich. and Rec. Dir. Vosters, Fin. Director Van Rossum, Fire Chief Carrel, Mark & Com. Mgr. Fencel, Police Chief Graff, Dir. of Plan. & Com. Dev. Kittel, HR Director Hodge, Lib. Dir. Thiem-Menning (arrived at 6:45 PM), and interested citizens.

### **1. Correspondence – none.**

### **2. Discussion Topics.**

#### **a. Staffing Assessment Results Presentation.**

Finance Director/ Treasurer Van Rossum presented staffing assessment results, which included an overview of each assessment phase. Discussion held and questions answered.

#### **b. Staffing Assessment Initial Deliberation.**

City staff has completed the 2024 Staffing Assessment Process, a key Strategic Plan initiative designed to evaluate current resources and identify opportunities for improvement in serving our core functions. This process yielded valuable insights into areas where operations can be enhanced, enabling staff to make thoughtful recommendations on addressing staffing needs for 2025. Moving forward, the insights and tools developed through this assessment will help the City continue its commitment to efficiency and excellence in service delivery. By building on these foundational efforts, the City is well-positioned to address future challenges and opportunities while staying aligned with its strategic goals. Discussion held and questions answered.

Motion by Moore, seconded by Thiele to move the following recommendation to the city council: Recommend the Library Restructure, 3 Fire Department Positions, Human Resources Temporary Intern, and Police Department Plus one staffing requests for approval.

All members voted aye.

Motion carried.

### **3. Adjourn.**

Motion made by Moore, seconded by Schell to adjourn.

All members voted aye.

Motion carried.

Meeting adjourned at 7:35 p.m.

Kayla Nessmann, Clerk