

FINANCE AND PERSONNEL COMMITTEE

A meeting of the Finance and Personnel Committee was called to order by Chair Penterman on Monday, December 18, 2023, at 6:53 p.m.

Members present: Mayor Penterman, Coenen, Eggleston, Moore, and Thiele.

Absent & Excused: Antoine.

Also present: Ald. Schell, Ald. Kilgas, Ald. DeCoster, Attorney Davidson, DPW/Eng. Neumeier, HR Dir. Swaney, Fin. Dir. Van Rossum, Com. Enrich. Service Dir. Vosters, Grignon Mansion Exec. Dir. Mickelson and interested citizens.

Motion by Coenen, seconded by Moore to excuse the absent member.

All members present voted aye.

Motion carried.

1. **Correspondence** - None.

2. **Discussion Topics.**

a. **Permission to fill Records Assistant.**

Melody Lankey, Records Assistant at the Police Department, has turned in official notice of her retirement. Melody has been with the department since 2016. Her last day of employment will be 2/1/2024.

Motion by Thiele, seconded by Coenen to authorize filling the position of Records Assistant due to retirement.

All members present voted aye.

Motion carried.

b. **Permission to fill Laborer.**

Bill Leon, Sweeper Operator in the street department, has turned in official notice of his retirement. Bill has been with the street department since 1997. His last day of employment will be 1/2/2024.

Motion by Moore, seconded by Eggleston to authorize filling a Laborer position due to retirement.

All Ald. present voted aye.

Motion carried.

c. **Seasonal Youth Sports Position wage update.**

Recreation staff currently do not have a generic youth sport employee wage. Each sport is specific to a position and position wage. Staff is recommending that we update the 2024 seasonal wage position to add a youth sports position with a wage of \$15.01.

Motion by Moore, seconded by Thiele to accept the proposed update to youth sport assistant position wage.

All members present voted aye.

Motion carried.

d. **Aquatic Center Fees for 2024.**

Staff evaluated current daily admission, season passes and pool rental fees for comparison from neighboring communities. Our current daily admissions, season passes and rental fees along with surrounding communities' fees were provided. We currently do not offer rentals during open swim. Staff is not recommending an increased non-resident daily fee but are recommending different rates for non-resident and resident season pass fee.

Motion by Moore, seconded by Thiele to approve the recommended Aquatic Center Fees for 2024.

All members present voted aye.

Motion carried.

- e. **Adjourn to Closed Session Pursuant to State Statute 19.85(1)(c) to discuss employment, promotion, compensation, or performance evaluation data of any public employee.**

Motion by Moore, seconded by Eggleston to adjourn to Closed Session Pursuant to State Statute 19.85(1)(c) to discuss employment, promotion, compensation, or performance evaluation data of any public employee.

All members present voted aye.

Motion carried.

Adjourned to Closed Session at 7:08 pm.

- f. **Return to Open Session for possible action.**

Motion by Moore, seconded by Coenen to return to Open Session.

All members present voted aye.

Motion carried.

Returned to Open Session at 7:27 pm.

- g. **Adjourn to Closed Session Pursuant to State Statute 19.85(1)(c) to discuss employment, promotion, compensation, or performance evaluation data of any public employee.**

Motion by Moore, seconded by Coenen to adjourn to Closed Session Pursuant to State Statute 19.85(1)(c) to discuss employment, promotion, compensation, or performance evaluation data of any public employee.

All members present voted aye.

Motion carried.

Adjourned to Closed Session at 7:28 pm.

- h. **Return to Open Session for possible action.**

Motion by Moore, seconded by Thiele to return to Open Session.

All members present voted aye.

Motion carried.

Returned to Open Session at 8:04 pm.

Motion by Moore, seconded by Thiele to counter Maureen Feldt's offer to increase her hours from 29 to 37.5 per week for the time period of January 5 to February 2 with the hourly pay rate increase of \$4.41/hour.

All members present voted aye.
Motion carried.

Motion by Thiele, seconded by Eggleston to authorize the placement of the Naturalist position with pay range of \$59,770 - \$75,184.
All members present voted aye.
Motion carried.

3. Adjourn.

Motion by Moore, seconded Coenen to adjourn.
All members voted aye.
Motion carried.

Meeting adjourned at 8:07 p.m.

Sally Kenney, Clerk