

**CITY OF TWO RIVERS CITY COUNCIL
PERSONNEL AND FINANCE COMMITTEE
Thursday, April 11, 2024
8:00 AM
Committee Room – City Hall**

Call to Order

The meeting was called to order by Committee Chairman Dahlke at 8:07 AM

Roll Call

Personnel & Finance Committee Members present were Jeff Dahlke, Adam Wachowski, and Bonnie Shimulunas. City staff present: Gregory Buckley, City Manager.

Final Review of Recommended Updates to City Goals and Objectives (Follows Three Meetings Where Progress on 2023 Goals and Objectives Was Reviewed)

City Manager Buckley reviewed eight revisions to the proposed updated City Goals and Objectives for 2024 that were discussed at the April 4, 2024 committee meeting. In the discussion that followed, it was agreed that the following objective should be added under Goal 1: “Evaluate future industrial park land needs.”

Following discussion, Shimulunas moved, supported by Wachowski, to approve the progress report and proposed revisions to City Goal and Objectives, and to recommend approval by the full City Council. The motion was approved by voice vote, without dissent.

Review City Manager’s Performance for 2023; Recommendation to City Council Regarding 2024 Pay Adjustment

Mr. Buckley again distributed the single-page report on his 2023 job performance, focusing on progress toward the City’s 2023 Goals and Objectives, that he had presented at the April 4, 2024 committee meeting. He noted that he was requesting a three percent increase, as provided for in the 2024 City Budget, consistent with other non-union City employees.

Closed Executive Session

The City Manager stated that this closed session was placed on the agenda at the request of Chairman Dahlke and that, consistent with the request of the Chair, he (Buckley) would be absenting himself from the closed session.

Motion by Wachowski, seconded by Shimulunas, to enter into closed executive session at 8:23 AM, per Wisc. Stats. Section 19.85(1)(c), considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The motion was approved by the following roll call vote. Voting yes: Dahlke, Shimulunas and Wachowski. Voting no: none.

Mr. Buckley left the room at this time.

Reconvene In Open Session

Motion by Wachowski, supported by Shimulunas, to adjourn the closed session and re-enter open session at 9:00 AM. The motion was approved by voice vote, without dissent.

Consider Recommendation to City Council Regarding City Manager's Evaluation and Compensation

Mr. Wachowski shared with the City Manager certain matters regarding his evaluation that the committee had discussed in closed session. Those included concerns from some Council members about the timeliness of receiving the complete Council agenda packet for regular meetings (Friday versus Thursday) and areas where the City's customer service might be improved.

Following discussion, Shimulunas moved, supported by Wachowski, to recommend to the City Council that an upward adjustment of three percent to the City Manager's salary be approved, to be effective retroactive to January 1, 2024.

The motion was approved by the following roll call vote. Voting yes: Wachowski, Shimulunas and Dahlke. Voting no: none. Mr. Dahlke noted for the record that he does not support the retroactive aspect of the pay raise, but instead supports the increase taking effect April 15, 2024.

Mr. Buckley stated that he would include this recommendation on the April 15 City Council agenda and would provide the opportunity for closed session discussion by the City Council, should the Council wish to enter into such a closed session. He noted that he would prefer that such a closed session include no staff other than he and the City Attorney.

Adjournment

Shimulunas, supported by Wachowski, to adjourn the meeting at 9:12 AM. Motion carried by voice vote, without dissent.

Respectfully Submitted,



Greg Buckley
City Manager

Request 3 Percent Increase, Consistent With Budgeted Pay Adjustment for City Non-Union Employees, Based on Substantial Progress on 2023 Goals, Notably:

1. Progress on City goals related to economic development:
 - a. Woodland Industrial Park (Braun Truss, Tenaska Energy Storage)
 - b. Downtown Redevelopment (funds committed to facade grants, proposed TID 12 developments), community investment at Central Park West
 - c. Continued Success in Single Family Residential Development (Sandy Bay Highlands)
 - d. Equalized Valuation Growth
 - e. Tourism Activity as Measured by Room Tax
 - f. Work, Still in Progress, on West River Lofts and The Confluence Projects
2. City Financial Position
 - a. Ongoing Improvements to the Financial Position of City Utilities
 - b. Related Improvement to the General Fund's Unrestricted Fund Balance
 - c. Ongoing Infrastructure Investment Funded Through a Prudent Capital Program that Manages Debt Service Appropriately
3. Strategic Community Development
 - a. Securing Grant Assistance for Planning Improvements to South Side Shoreline (over \$500,000)
 - b. Maximizing Outside Resources to Fund Lead Service Lateral Replacement, Both Public and Private Side
4. Quality of Life Improvements
 - a. Successful Completion of Central Park West Project--Planning, Fund-Raising, Construction, Implementation
 - b. Major Neshotah Park Improvements
5. City Personnel and Service Delivery
 - a. Leading a Highly Effective Staff Team That is Responsive to Community Service Needs
 - b. Successful Recruitment and Retention of Well-Qualified Department Heads—Cite Recent Additions within the Past Two Years