

The meeting commenced at 2047 hrs.

Committee members in attendance: Chairman David W. Voss, Raejean Hardig, Jim Sunderhaus and Dan Cunningham.

Other Council Members in attendance: Kitty Zech, Amy Richter and Stefanie Hawk.

Administration in attendance: Mayor Sam Keller via cell phone and SSD Tom Braun

Others: Clerk of Council Jenny Eilermann

Meeting Objectives: Follow-up to the prior finance committee meeting on 08.17.2021 concerning wage increases for multiple administrative employees proposed by Mayor Keller. The employees are the Safety Service Director, the Public Works Superintendent, the Administrative Assistant, the Tax Clerk, part-time filing clerk, Fieldhouse personnel and the lifeguards and managers of the pool.

The chair opened the meeting. To preface discussion of the requested wage increases, the chair condensed information from the prior committee meeting. Four handouts were distributed at the start of the meeting for informational purposes. The handouts included the following documents:

1. Copy of Letter from Mayor Keller concerning sources of income to the City, a request to raise taxes, and increasing wages.
2. Spreadsheet of actual costs of employees with wages and benefits factored in the equation.
3. Proposal ideas for wage increases.
4. Sample of a professional government job description.

There was a robust and sometimes chaotic discussion amongst Council Members and the Mayor via garbled cell phone communication and SSD Tom Braun relative the requested pay increases. This writer was unable to discern what exactly was being said on occasion due to the poor phone connection and people speaking out of turn. Some committee members voiced concern that the meeting should be adjourned relative the poor phone communication.

Council again voiced concerns about the affordability of the pay increases, real costs of the raises when benefits are factored in, and a submitted job description felt to be inadequate. Again, where will the money come from to pay these salary and benefit increases. Apparently, property owners will face an additional new tax levy to cover these additional costs and garbage fees will need to be increased? The idea of providing bonuses to employees versus pay increases was also part of the conversation in line with business practices of many employers and viable per several council members. Other issues raised were these increases will not bode well for wage negotiations next year

The meeting adjourned with a partial consensus on some the pay increases. The increases for the following were found satisfactory for ordinance(s) and a vote of council:

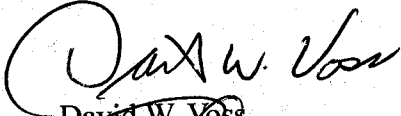
1. Pool employee raises for 2022 awaiting an update from SSD Braun.
2. Fieldhouse employee raises. The pay of the part-time filing clerk was overlooked and not specially mentioned; however since the rates match the FH employees it will be in the ordinance and voted upon by council.
3. Raises for the Administrative Assistant and Tax Clerk as proposed by the Mayor. Council will consider passage of the ordinances when satisfactory job descriptions are received. Retroactivity was

not addressed by the committee.

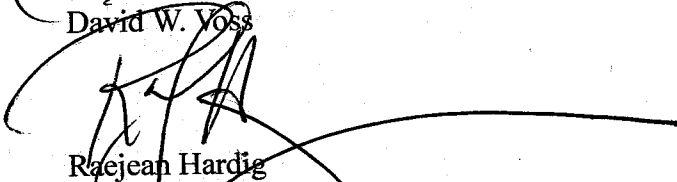
Another finance committee meeting will be held at a future date.

The meeting concluded at 2215 hrs.

Respectfully submitted,



David W. Voss



Raejean Hardig



Jim Sunderhaus

Dan Cunningham

