
**CITY OF ELKHORN COMMON COUNCIL
SPECIAL MEETING MINUTES
April 13, 2015
COUNCIL CHAMBERS, 9 S. BROAD ST., ELKHORN, WI 53121**

The Common Council meeting was called to order at 5:00 p.m. in the Council Chambers followed by the Pledge of Allegiance, followed by Roll Call.

ROLL CALL

Present: Mayor Brian Olson, Aldermen Gary Payson, Sr., Hoss Rehberg, Gregory Huss, Jim D'Alessandro, Scott McClory, Tom Myrin.

Others present: City Administrator Sam Tapson, Attorney Ward Phillips, Finance Director James Heilman, City Clerk Cairie Virrueta, Police Chief Joel Christensen, Fire Chief Rod Smith, Library Director Lisa Selje, Municipal Court Clerk Claudia Last, Alderman Elect Michael Kluck, Reporter Kellen Olshefski, other interested persons.

CONTINUED DISCUSSION ON SPRINGSTED CLASSIFICATION AND COMPENSATION STUDY

The Mayor provided a written Memo with the agenda and the City Attorney gave a written Opinion to the council prior to the meeting. Attorney Phillips said city contingent reserve accounts are common and that the Springsted Study results were expected to be back for this year's budgeting, but came back later. Alderman D'Alessandro said he is OK with the contingency fund but said the procedure outlined in the ordinance wasn't followed. He said ordinance 3.02.4 said it (the Springsted Study) "shall" go to the finance committee. Attorney Phillips felt that the Finance Committee is not the exclusive way to deal with it. Alderman D'Alessandro referenced Ordinance 3.02.5 titled, "funds to be spent in accordance with appropriations." Attorney Phillips said this is a budgeted item and not the exclusionary way to deal with the study results. Alderman D'Alessandro was concerned that future budgets weren't considered when voting to up everyone's salaries and this is not a budgeted item. Alderman D'Alessandro asked when a 2/3 vote might apply; Finance Director Heilman said if a non-budgeted item is proposed. Alderman McClory asked if the vote at the last council meeting for moving the Springsted Study back to committee was a standing vote; yes it was and a motion to reconsider from a member who voted in the majority would need to be made if the council chose to vote tonight. Mayor Olson said three decisions need to be made: 1. To adopt the wage structure per study and insert into current policy; 2. Adjust wages below minimum into entry level and red circle those above; 3. For Ordinance 3.02.4 and 3.02.5 to go to the Legislative & Regulatory Committee to be cleaned up. **Motion (Payson/Huss) to reconsider the previous vote regarding the Springsted Study.** Alderman Rehberg asked if it includes utilities; Mayor Olson said no, utilities will go through the HR committee. Administrator Tapson said the library board makes determinations regarding library wages and its budget. He also said the budget impact for adjusting wages to the entry level is \$23,176 with benefits. A policy to red circle employees above the maximum was adopted by the council in 2013. Future budget costs in five years are approximately \$30,000 year. Alderman McClory is not in support of the reconsideration vote and questioned why the subject couldn't go to the Finance Committee. Mayor Olson said it is appropriate for the current council to address and the way the Human Resources report was delivered wasn't clear and negatively affected employee morale. City Attorney Phillips didn't believe Alderman D'Alessandro violated his duty as HR chair. Alderman D'Alessandro felt by not addressing the utility and library in the study it was being done piecemeal. Alderman Myrin asked why the study would be done if they didn't address the results. **Roll call vote: Rehberg, no; Payson, yes; D'Alessandro, no; McClory, no; Myrin, yes; Huss, yes. Tie vote, Mayor Olson voted to break the tie; yes. Motion rescinded.** Mayor Olson asked the council if they agree with the numbers in the study based on job descriptions, except for utilities, then to consider the to vote on the study as a policy question. **Motion (Payson/Myrin) to adopt wage structure according to the Springsted study, including utility and library employees.** Alderman Rehberg asked why utilities were included in the motion; Alderman Payson said no information on utilities was provided yet. **Roll call vote: Rehberg, no; Payson, yes; D'Alessandro, no; McClory, no; Myrin, yes; Huss, yes. Tie vote, Mayor Olson voted to break the tie; yes. Motion carried. Motion (Payson/Myrin) to adjust wages below the minimum to the entry level and red circle**

those above, excluding the library as they are a separate entity and excluding utilities until the Utility Director provides future information. Alderman D'Alessandro asked what a red circle is. Mayor Olson said it is the maximum wage an employee can receive; after red circling they can receive a yearly performance bonus as approved by the council, but no wage increase. They are red circled until the market changes. Administrator Tapson said compensation guidelines are maintained yearly with a comprehensive study done every 3-5 years. **Roll call vote: Rehberg, no; Payson, yes; D'Alessandro, no; McClory, no; Myrin, yes; Huss, yes. Tie vote, Mayor Olson voted to break the tie; yes. Motion carried. Motion (Payson/Myrin) to send Ordinance 3.02.4 and 3.02.5 to the Legislative and Regulatory Committee for clarification.** Alderman Rehberg said the City Attorney didn't feel the ordinance needed changing so why was this necessary. Mayor Olson said Alderman D'Alessandro requested it. Administrator Tapson said the language regarding a 2/3 vote when using the contingency account wasn't in the ordinance and this can help clean it up. **Roll call vote: Rehberg, yes; Payson, yes; D'Alessandro, yes; McClory, yes; Myrin, yes; Huss, yes. Motion carried.**

ADJOURN

Motion (Payson/Rehberg) to adjourn at 5:47 p.m.

Cairie L. Virrueta
City Clerk

Approved 04/21/15