

**SPECIAL FINANCE COMMITTEE
OCTOBER 18, 2011 AT 6:00 P.M.
LINCOLN CENTER – 1519 WATER STREET**

PRESENT: Alderperson Moore, Molski, R. Stroik, Brooks and Suomi

ALSO

PRESENT: C/T Schlice; Mayor Halverson; Clerk Moe; Ald. Wiza, Slowinski, O'Meara, M. Stroik, Beveridge; Directors Ostrowski, J. Lemke, Schrader, McGinty, Halverson; Assessor Siebers; Chief Ruder; Asst. Chief Skibba; Fire Chief Kujawa; Asst. Chief Finn; Acting Asst. Chief Gemza; Sup't of Streets Laidlaw; Civil Engineer Saunders; Airport Manager Draheim; Transit Manager Lemke; Personnel Specialist Jakusz; Deputy C/T Freeberg; City Employees: Scott Halvorsen; Bob Gregorich, Sharon Patoka, Lorna Whalen, LeeAnn Spoon, Becky Kalata; Matthew Brown; Brian Kowalski; Reid Rocheleau; David Alery; Matt Disher; Brandi Makuski; John Goszkowicz; Barb Jacob; Lori Dehling; Jeff Peterson; Craig Shuler; Rod Larson; Eric Hems; Peter Danielsen; Brad Franz; Ben Uitenbroek; Ron Carlson; Donna Carlson; Armin Nebel; Cindy Nebel; Larry Sipiorski; Tiffany Reindl; Autumn Pretat; Nicole Pretat; Bernie Pretat; Rachel Pretat; Kim Boden; Emily Young; LeLu Schyvinck-Valadez; Jessica Xiong; Anna Rathmann; David Wochinski; Mari Boris; Adolph Betro; Bev Betro; Irene Helm; Agnes Kowalski; David Przybylski; Melissa Gaylord; Jenni Nicewander Yang; Liz McDonald; Lori Yonash; Kristin Buske; Jeanise Sorenson; Lincoln Brunner; Ann Brunner; Lorraine Ligman; Tom Ludwig

Ald. Moore announced that C/T Schlice and Mayor Halverson have opted to keep the crossing guards in the budget for the remainder of this school year (through June 2012).

Chief Ruder stated he has been continuing an open dialog with the Superintendent in an effort to sustain the entire crossing guard program for the year.

ITEM #1 – PUBLIC COMMENTS ON THE PROPOSED 2012 BUDGET. (SO THAT EVERYONE GETS A CHANCE TO MAKE A PRESENTATION, COMMENTS WILL BE LIMITED TO ONE TIME PER PERSON, MAXIMUM OF 3 MINUTES)

Reid Rocheleau, 408 Cedar Street, stated concerns over closing the Assessor's Office. He would like to see a variety of other positions terminated and would also like to see the Parks budget rearranged.

Ron Carlson, 3356 Oak Avenue, stated he was glad to hear that the adult crossing guards were being kept. He stated he understands the challenging economic times but children's safety is of utmost importance. He stated that the challenges that are being faced now do not call for cutting a position or a program, they call for a new way of thinking, doing business and planning for the future. He would like to see everyone working together, including the PTO's, Schools and the Community to keep the adult crossing guards.

Brad Franz, 3146 Feltz Avenue, current President of the Stevens Point Youth Baseball Association, gave an overview of the SPYBA organization. They utilize a lot of parks in the City and appreciate the reality of the budget situation and hope to be able to continue

to partner with the City and Parks Department to work out proposals. The organization feels it is lacking the details of the budgets cuts and how it applies to the Youth Baseball Association.

Rod Larson, town of Dewey, representing Stevens Point Youth Baseball, Point Fast Pitch, current Board member with the Stevens Point Youth Baseball and American Legion Baseball, passed out a handout (attached) and outlined the revenues generated by the Youth Baseball. He stated that they represent over 900 participants and families and although they understand the need for the budget cuts, they are disappointed that most of the cuts came from the youth organizations. Using the Stevens Point Convention and Visitors Bureau data from surveys conducted in 2009, the SPYBA, Softball and American Legion groups generate over \$1 million dollars in revenue to the community, which does not include fees but rather how much people actually spend in the area to come to the games. He challenges the Committee to find any other volunteer venue that consistently brings this type of buying power to Stevens Point. He stated that less than 1% of the revenues mentioned above go to organizations directly, they rely on the fees they charge their participants and sponsorships of teams by area businesses. There is a small amount paid by room tax fees, but it is a minimal amount. In order for them to offset the \$66,000 they would need to build larger, more sustainable buildings for concession purposes, be allowed to advertise on the fences and sell foods freely without City bureaucracy to navigate through. He also stated they would need more gifted land to develop more viable ball fields, a group of fields that is easy to take care of. He stated this is a game changer for the Associations and they would struggle greatly with the costs and potentially jeopardize the livelihood of the organizations. They are prepared to listen to suggestions but asked that it is taken into consideration the affect it will have on 900 participants, the families and revenues they create for the City.

Anna Rathmann, 526 West Street, does not want to get rid of crossing guards. She suggested cutting something else that does not put kids lives are not in danger. She suggested having local fundraisers to help absorb the costs for the crossing guards. They are a big part of community and do more for the kids than just help them cross the street and she does not want to lose them.

LeLu Schyvinck-Valadez, 2501 Ellis Street, turned in a petition with 50 signatures in support of keeping the crossing guards. She stated they want to keep the children safe by providing them with the crossing guards.

Emily Young, 2016 Clark Street, stated two years ago a crossing guard was placed on Clark Street and they have been kept very busy as there are a lot of children that cross there. Both the parents and the children depend on them to get to and from school safely. She asked if this money was worth a childs life.

John Goszkowicz, 702 Mason Street, challenged anyone to try to cross the streets that the crossing guards are at. He suggested that instead of cutting crossing guards that we not buy the mall.

David Alery, 1397 High Ridge Road, President of Point Fastpitch and Softball, stated he would like to make sure that the City of Stevens Point is equitable across the board for all user groups benefiting from tax payer funded programs. He questioned how the line is drawn between users groups and who pays for what, are all groups contributing, who is ultimately responsible for those facilities, is everyone allowed to use the facilities and how is hierarchy of scheduling and responsibility in a user group maintained facility. He stated

they understand the financial situation but by bringing these questions up, he hopes it drives productive discussions and solutions that all can live with.

Lori Yonash, 1909 Michigan Avenue, former crossing guard, spoke in favor of keeping crossing guards funded. She stated she has witnessed speeders and other traffic issues in the area of the crossing guards and wants to keep them to prevent a serious accident.

Mari Boris, 1924 Prairie Street, current crossing guard for last 15 years, stated she has worked a number of crossings and has first hand knowledge of hard it is to cross at these crossings. She stated even on the corners with the stop and go lights, she has witnessed people go through red lights and speed through yellow lights, without care or concern for the children. She stated it is not just a job, they care about the kids and do not want to see anything happen to them.

Ald. Wiza clarified that the crossing guard program is going to be funded through the end of the school year.

Cindy Nebel, 1100 Phillips Street, President of the Old Main Neighborhood Association, stated she understands the financial situation that the City is in but does not want to see a reduction in the Police Departments overtime budget. She thanked the Police Department for the work they have done and continue to do with regards to the University students and issues that come up. They have made it a safe environment for the students and the neighborhoods at a cost of approximately \$37,000 a year, strictly due to the increase of student activity. She encourages the Police Department to continue to work with the UW and UW Protective Services.

Larry Sipiorski, 1316 Ridge Road, stated that the Assessor's Office is an important function, they do a fine job and he would like to see the office kept. He stated that at the last meeting some comparisons were made between Wisconsin Rapids and Stevens Point and he would like to clarify a few items. Wisconsin Rapids is a smaller community, the contracted Assessor for that community was their long time commercial businesses Assessor and then as an assistant Assessor and now as a contracted Assessor who works more than half-time for the City and their budget is \$132,000, after having been cut.

Barb Jacob, 1616 Depot Street, stated that she has a problem with the raises. A lot of people in the community, State Government workers, businesses, etc. have all had to make adjustments from wage cuts to furlough days. She does not agree with one department taking the whole cut and not getting a raise. Even if nothing can be done with contracts, she would like to see no raises for department heads. This is not showing the community that we can work together. She does not want to see activities for the kids and safety of the children cut.

Beverly Betro, current crossing guard, stated she sees empty transit buses driving around and questioned how much we spend on those. She would like to see the crossing guards kept because our children need them.

Dave Schleis, 1026 Smith Street, President of the Police and Fire Commission, stated this budget process has been very stressful. The Police & Fire Commission have faced a difficult time with the cuts that they have needed to make, it is not that they don't see a value in the crossing guard program, it is that the City can no longer afford the funding. He encouraged people to come up with new ideas on how to fund the program. The Police Department is more than willing to continue to administer and manage the

\$43,000 a year program. He encourages the parents, students and community to work together for a solution. He stated he is a parent also, so this was not an easy decision to make, but this just cannot be on the City tax levy or we would have to lay off a police officer.

Ald. Moore again clarified that the school crossing guards are funding through this school year, which would be through June 2012.

Autumn Pretat, 1725 Elk Street, state she is a student at Jefferson Elementary and is safety cadet. She stated that the crossing guards are needed because the kids do not always listen to safety cadets. She would like the crossing guards to stay because they do help the children, along with the cadets.

ITEM #2 – DISCUSSION ON PROPOSED 2012 BUDGET

Lori Dehlinger, Portage Council Business Council, gave a brief overview of a packet that was left at City Hall to be distributed. The report highlights the economic development initiatives through October 1st. She stated they work with the municipalities education and business to promote economic development in Portage County and went over a variety of ways they have helped the City of Stevens Point and Portage County promote business to the area, help businesses find new locations, fill vacancies, etc. They also do a variety of advertising, one of which is a full page ad in the Stevens Point Area Convention and Visitors Bureau guide, which goes out to 52,000+ and is also featured on-line to attract people to the community. She stated that businesses from Stevens Point are 61% of their total membership, employ 71% of the workers, pay 69% of the total dues collected at the Business Council and pay 2 to 1 over municipal funding. They are looking for the balance of private and public partnership because that helps to encourage businesses to be strong and to have economic development. They have been at the same level of funding since 2003, so it has been 8 years without an increase.

R. Stroik questioned how the Portage County Business Council addresses situations with competitor businesses but yet encouraging growth.

Lori Dehlinger stated they were concerned when TravelGuard was looking at growth, they were concerned with what Sentry would think, due to the similarities of the business. It has not been a concern that has come up because everyone is looking for job growth because that helps the whole community. She stated it is very hard to recruit right now, a lot of the growth is coming from within, so it is a challenge she would love to face.

Ald. R. Stroik questioned if the City could not give the \$35,000, how would that affect the Business Council? Do you have any contingencies, what kind of cuts would be the result, do you have any broad expectations at this time?

Lori Dehlinger said it would affect them greatly and stated they do not have any expectations at this time.

Ald. Suomi asked for a brief inside story on the issues and challenges that were mentioned in the member survey part of her report.

Lori Dehlinge replied that information was based off from a database called Executive Pulse, which a lot of the economic development agencies use, it is a Business Retention Expansion Database. They have done over a hundred 1 on 1 visits with businesses in the

community, but to collect that information on a faster basis, the survey was sent out and businesses issues and concerns range from the cost of health insurance to roads to whether or not we have a skilled workforce, facility needs, the economy, and so on. She stated this helps them because then they can try to look at issues and figure out what they can address because they are the things that are holding up business expansion.

C/T Schlice reviewed a spreadsheet he handed out. At last weeks meeting, the figures showed we were at 4 months of fund balance and after recalculating the numbers he found that the 2.5 million dollars were counted twice in the bottom line (where there was 7 million before, it should have been 9), so even with applying the one million dollars to the 2011 budget, we will have 5.32 months of coverage, which is right between our 4 and 6 months that we need.

Ald. Wiza wanted clarified as to what "assuming using all of the 2010 application" meant.

C/T Schlice replied that we are applying 2.5 million dollars to the 2011 budget and if we use it all, we would be down to 9.6 million dollars.

Ald. Moore stated that we need to come up with specific ideas or recommendations that C/T Schlice could work on and bring back answers at a later date.

Ald. Suomi stated that we are dealing with economic hard times but thinks it time that the City to have fiscal responsibility. She would like to see a proposed budget brought back, not using the one million from fund balance. Secondly, she would like clarification on why wage increases are across the board. She would like to recommend a freeze in wages across the board, both union and non-representatives employees. She stated that they approved the contracts with the unions very quickly and in good faith.

Mayor Halverson replied that there are numerous scenarios created when wages are referenced, we have represented staff, which we have still have contracts for and wages for the non-represented staff are not protected. The non-represented staff has a management pay plan with allows for step increases based on years of experience within the City as well as grade relating to responsibility. The wages for the represented staff are by contract and we cannot do anything to change that for 2012, almost all the bargaining units have a 1% increase for 2012, but the Fire and Police unions have an additional 1% given in July for Police and December 31 for Fire. There was a 0% increase across the board for 2011 and the non-represented wage increases that are allotted for in the budget are at 1%, which mirrors what the represented is at. He stated that they did that because they wanted to create a management pay plan that dealt with the union compression issues that we had in a lot of the departments and that progression through the pay plan, in terms of the overall increase, as well as the step increases were warranted to maintain equity in what those wages were. A no wage increase across the board for department heads represents approximately a \$5,000 savings and a no wage increase for non-represented staff completely across the board is approximately a \$28,000 savings.

C/T Schlice stated a 1% increase would be \$25,343, which includes fringes of Wisconsin Retirement, social security and workers compensation.

Ald. Suomi stated that they supported the contracts, not realizing what they were going to face come budget time and questioned if there was any way to negotiate with the unions to give up the increase in wages.

Mayor Halverson stated they could try, but doubtful it would amount to anything. They have meetings with the Fire Department and the Police Department coming up within the next couple of weeks regarding the exemption from paying a part of their retirement. Elected people pay 7.3% and all other pay 5.9% of their wages towards retirement, Police and Fire, currently are not required to pay anything. He stated we had to reduce the Police and Fire Department budgets by \$290,000 because of them not paying into retirement. The contracts cannot be re-opened, any changes to the contract would be done through a side letter.

Ald. R. Stroik commented that he does not support taking the wage increase away from departments heads because they rely on the them to find ways around things, such as reducing the budget by 1.50 million. He encouraged department heads to find and fix long term solutions so there are less problems in the future. He feels it appropriate to leave wages intact.

Ald. O'Meara spoke of the crossing guards issue, stating that the reduction of the crossing guards would leave childrens routes to school to be hazardous, therefore making them in need of being bused. He encouraged the Mayor to speak with the schools using that philosophy due to busing being a large expense to the school district.

The Mayor agreed and stated the Chief and himself are working with the Superintendent who is working with the principals to find an answer. Bottom line is the level of responsibility lies with the school district. The budgeted amount of \$20,000 can be used to pay for the all the crossing guards through the end of the school year or just used in the more traveled areas.

Ald. O'Meara would like to see memberships paid by City reviewed to see what is important enough to keep and what we could get rid of.

Ald. R. Stroik questioned Director Schrader to clarify the ball diamond situation and the \$66,000 budget amount tied to it. He stated there seems to be some misconceptions and would like the leasing and equipment issues clarified.

Director Schrader stated those things have not been discussed yet. He was told he had to reduce his budget based on the figure he was given and how things operate after those cuts are made will depend on what the final decision is. He stated that equipment issues and how that will be handled has not been discussed.

Ald. Moore questioned how many full-time employees Director Schrader had 10 years ago.

Director Schrader replied 12.

Ald. Moore then replied that he now has 9.

Ald. Molski stated she is not comfortable with the Assessor's being cut so drastically as they are the office we depend on to bring in money and that requires the best staff to be doing those assessments. She stated that Assessor Siebers has always been very available to anyone. She would like to see the Assessor's Office stay in the budget.

Ald. Brooks would like to see the use of paper and the postage handled in a more efficient manner. He stated they get multiple copies of things and since postage is expensive he would like to see better control of that.

C/T Schlice replied that the postage account is \$30,000 per year and usage has gone down a bit over the last few years. He also stated that the toners for the copy machines are included in the contract and the price of paper has been good.

Ald. Beveridge wanted clarification on the differences in the fleet maintenance accounts.

Mayor Halverson stated that they are shifting some positions around and then hiring out one of the old positions, therefore reducing one area and increasing another line item. It saves approximately \$20,000 by doing it this way.

Ald. Beveridge also wants fiscal financial responsibility and realizes fund balance is for a rainy day, but stated this is that rainy day. He stated to redo the budget by not using any part of fund balance would be like not having a City with all the reductions.

Ald. R. Stroik agreed and questioned if what the Mayor and C/T would think about taking more out of fund balance since we are now at 5.32 months verses what we thought we would be at, which was a low 4 months.

C/T Schlice replied that long term, we are only postponing the inevitable. If we are 5 months going into 2013, it won't hurt as bad in 2013. By taking more now, we will have less in the future.

Mayor Halverson stated that in the raw finance and the raw budgeting example of the way you should put together a municipal budget, we should not be using the million dollars from fund balance for 2012. Due to the controls we are under in terms of the levy increases that we cannot have and the fact that the State took away our unused levy capacity, which we had always planned on using, we are left with few choices. The State taking away our unused levy capacity was a huge game changer from what our projections had always been for 2012. We were going to make strategic reductions and use "some" fund balance and then we were going to be able to have manageable increases in the levy that cover the operations. The City has been using one time rainy day funds since 2005 and we have already been making the warranted and justified concerns that the Council has had for a long time. The City has done the best it could with available funds to keep from having large tax rate increases to try to offset the capital purchases we had to make, road construction being the vast majority of that, equipment purchases, but specifically maintaining the service level that we have had along with the employment levels we have had for as long as possible. The fund balance that the City had at their disposal for 2005, 2006 and 2007 were monies that were slowly bled off from closing TIF 1 and 3. Once the TIFs were gone, the general fund balance and the undesignated fund balance for the City was at a very high level, 7 or 8 months worth of operations. Those have been brought down to what he would call a manageable number today. To take more money from the balance now is in the name of preserving. As far as whether or not we will have enough new growth to offset 1 million dollars for 2013, the answer is no. We have a very strong construction year for 2012 that will give us some leeway for 2013, a little bit more for 2014, but still not enough. If we really want to preserve the sustainability financially of the City, you cut another million dollars out of operations, specifically for 2012. With that decision will come with a

great deal of change that the City operationally would have to live with. If the Council is ready to take those moves, it is the correct move financially to preserve the solvency of the City moving forward in the preservation of those fund balances, specifically the retaining of a quality bond rating moving forward. If we do that, the drastic changes that would mean in operations for the City would be demonstrable. You can get there by shifting the \$500,000 that we have preserved in the budget, to borrowing, which has major tax rate implications at that point and if we do not want to pursue those capital items, you will see the added maintenance costs of the equipment that we are not replacing go up. The pool could be mothballed, eliminate a couple positions that are associated with the pool, could privatize the assessing function of the City and many other examples that would drastically change the face of the government that we would have to consider. If the Council would like, different budgets can be prepared that would show 1 million less in operations, but it would cut to the core of what we want this community to look like. He stated that it is hard to say if we correctly handled the past issues the way we did as we did have a fund balance that was too high and the responsible thing to do was to reduce it. At some point, more reductions are going to have to happen, operationally, because we can borrow for capital items, but not operational. He stated that even if we had \$50 million of new construction for 2012, it would only equate for 4%, which would get us almost \$500,000 that we could increase the levy by, so another \$500,000 would still need to be reduced. He stated that it is a very difficult decision that has to be made.

Ald. Molski questioned if we have considered taking a look at the medical insurance.

C/T Schlice stated a couple of years ago we were on double digit inflation with the medical insurance. We are self insured, which means our premiums are driven by our claims, there is no profit taken by anybody on it. This year we are going down to 5.2% and we have instituted a wellness program a couple of years ago, which is showing some success, our claims have leveled out and our claims are down a little. He is anticipating that if we keep trending right now the way we are, we will be looking in the 3% area for next year. We have looked at other plans previously but things were tied up by contract. Once the contracts expire at the end of 2012, then we will be able to take a look at other options. This is continuously looked at and he does not have a problem changing from fully insured verses self insured if we could save money.

Ald. Molski suggested maybe look at combining with the County to see if there are any advantages.

C/T Schlice replied that was looked at, along with going in with other similarly sized communities so it would be Citys and Citys together, but contract language is holding us back.

Ald. O'Meara stated every Presidential election year the feds prime the pump and if you have a project that is ready to go, you can get funding on it. He suggested DPW gets some plans ready so that if there is that pump priming, we can try to get some funding. He states that some projects can cover municipal salaries while working on that project. It would be worthwhile to have some resurfacing and some ditch work, or whatever else would tie up the whole DPW for weeks, ready to go because it is a real shot of money.

Ald. Wiza agrees with Ald. Brooks regarding reducing the paper and postage and suggested Alderman pick up their packets. He also suggested sending voucher approvals, parking lot plans and things that are not as critical via email, but would keep

budgets and anything else critical, he would like hardcopies of. He referenced Ald. Suomi comments about the salary increases, saying that was also a question he had the C/T. He said that perception is bad when Department Heads are getting an increase, when we are proposing other cuts. He is in favor of freezing the raises for this year and even though the Mayor's salary is set by ordinance, there is no ordinance prohibiting the return of some of that money to the City, so he would like to see a wage freeze for represented and non-represented employees. He also questioned the \$60,000 that was set in reserve for the revaluation next year, is that a designed reserve and is there only \$60,000 in there.

Mayor Halverson stated yes it is designed and it is only \$60,000.

Ald. Wiza questioned if we could use some of that money to shift it to the operational costs that are going to be increased because of the revaluation.

Mayor Halverson replied that if the current budget would be adopted, the Assessor, the Appraiser and the Administrative Assistant would remain in the Assessor's Office. The \$60,000 would specifically be used to augment their services for 2012 revaluation, so it would be used for those offsets.

Ald. Wiza would like to see the sharing employees. He suggested using some Parks employees in the winter to help with some DPW duties.

Mayor Halverson stated it has not been researched because it has been done over the last five years.

Ald. Wiza stated he understands we have been doing of that, but gave another example of maybe using one receptionist to cover a variety of offices.

Mayor Halverson stated they have one receptionist to cover the Mayor and Personnel Offices and they have looked at a variety of other measures where synergies can be built between departments. That is an on-going conversation that we have, currently with regards to Special Events.

Ald. Wiza questioned if it is anything we could impact this budget with.

Mayor Halverson stated it could be, but would need to be a lot more detailed in terms of what the overall impact would be.

Ald. Molski asked if we could get some of the money for the Parks programs from the room tax fund.

Mayor Halverson stated it definitely would be worth discussing due to the outside revenues that the youth organizations touched on as they are a huge driver for outside events. The current budget uses a one-time transfer of \$30,000 to offset Parks related functions or room tax eligible maintenance of parks facilities that already exists that encourage tourism. A step could be taken to walk away from the five year plan that we currently have with room tax and take \$66,000, if available. Other events could be set aside by order of the Common Council and we could prioritize \$66,000 of that revenue annually to go towards offsetting ball diamond maintenance. That would come at a cost because that would mean that other things are not getting done and there is a

large amount of the annual revenue we see from room tax that goes to pay debt service for the artificial turf at Goerke.

Ald. Molski stated she would like to see something done because of how much money comes into the community because of the ball diamonds.

Ald. Moore agrees and would like to see that looked into.

Ald. Beveridge questioned Assessor Siebers with regard to the revaluation coming up next year and the current conditions in the real estate market, is there any significant increases or decreases in our ability to generate revenue going forward after the revaluation.

Assessor Siebers stated he is not convinced we need to do a revaluation in 2012 yet. We are not in compliance with our assessments, however because of the status of the real estate market and the fact that residential values has slipped a minimum of 3% this year, we will be in compliance with State Statutes for 2012.

Ald. O'Meara agreed with reducing paper although he doesn't feel it would be a completely free deal. He believes we would need to set up wi-fi that the Alderman could get into when they are in any of the meeting rooms. They would need to be able to scroll through, make notes, etc. Also suggested maybe putting large documents onto disks, FTP sites or USB plug-ins.

Ald. Brooks would like to know what the City Assessor's Office does on a regular basis that a hired service would not be able to do. He also wanted Fire Chief Kujawa to explain what has happened that made the Fire Department overtime budget much larger than the \$95,000 that is budgeted.

Ald. Moore stated that the Mayor has a meeting coming up the Fire Department to speak about that, so maybe we could wait for that to happen and he requested that Assessor Siebers make some notes on what they do on a day to day basis and email it to them so they can understand how the office works. He also encourages the Alderpersons to stop down to the office.

Mayor Halverson stated that the meeting that he is having is with the Fire Union, not regarding the overtime issue.

Ald. Moore requested Fire Chief Kujawa to summarize what triggers the overtime.

Fire Chief Kujawa stated that 2009, 2010 and 2011 have all been over budget. They went through a restructuring in 2009 and the overtime budget for EMS and Fire was reduced by 40%, without changing contract language and was also reduced without changing the staffing level, but did lose 2 people. She stated that with that, it makes sense that they are over budget. They do have a contract with the County to provide ambulance service to the county so after losing the 2 people in 2009, they signed a 3 year agreement with the County that provided them with 3 additional personnel. The last of the 3 comes on board the 1st of 2012, but the staffing in 2012 is equal to what they had in 2007, so they are just getting back to where they were in 2007 and the overtime budget at that time for Fire was \$150,000 and for Ambulance it was \$91,000. Today, the Fire budget is \$95,000 and Ambulance is \$56,000. All in all, they are still 40% less than they were our staffing was at 6 years ago.

Ald. R. Stroik asked about the minimum staffing requirements then because 5 years ago we did not have mutual aid agreements that can protect us for the Fire calls. How can we reduce the budget by looking at how the minimum staffing levels are currently set. What kinds of calls make us call in firefighters, EMS/Paramedics for overtime that are non-emergency.

Fire Chief Kujawa replied that the Metro Fire Department just came into existence on the 1st of this year but that contract was entered for the safety of our firefighters and she encouraged that question be asked to Chief Kontos and Chief Kluck. A simple house fire requires us to have 15 people on scene and 16 with an aerial and currently, the minimum staffing is at 10. The metro agreement was entered for firefighter safety because according to NFPA we should not even be entering a house and trying to fight a fire with less than 16 on scene. The Metro Fire Department agreement with Stevens Point is Whiting and Plover each send fire companies of 4, so staffing levels are met. Within the last 4 years, they have had a classified structure fire every 13 days, it is projected that we 1000 responses by the fire companies in 2011. The Metro Agreement was not set up so that we could decrease our personnel, it was so that we can create a safety mechanism for the fire personnel.

Ald. R. Stroik questioned if we call people in sooner than necessary based on contract. Asked if we could call them in later, use a pager system, etc. as opposed to have them come in and sit in the building.

Fire Chief Kujawa stated that is not where our overtime is accumulated; very little overtime is from call back, which was instituted with the Metro agreement. When people are called in, it is to staff ambulances, not fire trucks. She stated 35% of the overtime is from workers compensation and the rest is sick time. She also stated she has this broken down in dollar amounts and percentages and she will get it emailed to the Alderpersons.

Ald. R. Stroik stated that 35% is high, asked what kinds of events are causing the workers compensation claims and what are we doing to try to curb that.

Fire Chief Kujawa replied they are coming up with a safety committee to maybe curb that, but with budget line items at almost zero, it is going to be difficult. She also stated that one of the reasons why we are having injuries is because the people that are in need of the help are getting heavier, causing injuries when lifting and moving them.

Ald. Brooks stated that he would like to see the new revenue fee schedule that is going to be implemented for the Fire Department, to be applied to the Fire Department. He would like to be able to identify where the revenues are coming from and would like them put back into the Department that created them.

C/T Schlice replied that it would stay in the general fund because that is where the Fire and Ambulance is currently located. He stated they can segregate it out by line item and if the Council would like, we can apply those type of revenues against a purchase rather than against the bottom line of the general fund.

Mayor Halverson stated caution where revenues in general, city wide, there is a disproportionate amount of revenue that arises from certain operations that doesn't necessarily automatically associate with a particular department. We have to be cautious even though on the surface it makes sense, the key is that if we try to segregate out all the revenue departmentally to offset that particular department we are going to

get in a real tough budget scenario. Currently all of those revenues are bulked to offset the overall burden of the entire community. It makes sense on the surface and it is something we can clearly work through, the danger is if we try to isolate departments based on exact revenue they bring in verses what the service is and then isolate it only for that purpose, it could create a budget issues.

Ald. O'Meara would like us to look at revenues and fees for all departments, for example, boat slips, which he stated are nowhere near market price. He feels all departments need to share the problem.

Director Schrader stated that the Parks Department looks at their fees every year and set them over a 5 year plan.

Director Halverson clarified that all non-represented staff are paying 5.8% of their wages into retirement.

Ald. M. Stroik questioned why some line items are budgeted high but actual amounts are much lower, such as ditch restoration and barricade supplies.

Director Lemke replied that as they approach year end, they look closer at the accounts to make sure everything has been charged correctly and sometimes these accounts are not spent until the end of the year.

Ald. M. Stroik commented that maybe we could look at cutting some of these accounts that we have not used the budgeted amount in the last few years and we could come up with enough to fund the crossing guards or the ball diamond maintenance.

Ald. Moore stated he will work with C/T and the Mayor and take the suggestions they have been given and come back with 3 different scenarios of what the budget could look like in order to decide what direction we would like to go.

C/T Schlice stated he is looking at November 1st for the next meeting at 6 p.m. He also reminded everyone about the public input meetings scheduled for Tuesday, October 25th at McKinley School in the IMC at 5:30 p.m. and October 27th at Washington School in the Music room, also at 5:30.

Adjournment at 8:26 p.m.