

MINUTES OF THE COMMITTEE OF THE WHOLE MEETING DECEMBER 10, 2014

Call to Order

President Vanden Berg called the Committee of the Whole meeting to order at 6:00 p.m.

Roll Call

PRESENT: President Vanden Berg, Trustee Joosten, Trustee Peerenboom, Trustee Elrick, Trustee Van Lankvelt, Trustee Smith

EXCUSED: Trustee Hietpas

ALSO PRESENT: J. Fenlon, Jim Moes, Tom Flick, Roy Van Gheem, Teri Matheny, Laurie Decker, Dave Botz, Interested Citizens, Media Reps

Public Appearance for Items not on the Agenda

None

Presentation by Dave Botz with the Flex Academy

Mr. Botz presented on the Flex Academy. The Flex Academy currently has 48 students enrolled. If they would have known they would have this many students they would have planned differently. They utilize the S2 rooms during the days when they are vacant and hope to continue to do so. Mr. Botz stated they would like to continue the relationship and they would like to expand to 60 students next year. He stated the school would like the Civic Center to be their prime location but they would need to expand. They would like to keep the same commitment and the next steps are discussion for use of extra space and to continue to work with the Village Hall and the Board. Village Staff will work with LCASC to find the best path forward and report back.

Action—Approval of 2015 Schedule of Meetings

Moved by Trustee Smith, seconded by Trustee Elrick to Approve the 2015 Schedule of Meetings as presented

Ayes 6, Nays 0 – Motion Carried

Discussion/Action—Update on Evergreen Drive Reconstruction Project with the Town of Vandebroek

In May of 2013, discussion with the Town of Vandebroek occurred to reconstruct Evergreen Drive from CTH 'CC' to Buchanan Road. Along this stretch of Evergreen Drive, the road right of way is in both the Town and the Village, therefore an agreement for reconstruction was sought. The plan was that the Town would work with Outagamie County Highway Department to execute this project in 2014. The Village of Little Chute included this reconstruction in the 2014 CIP and allotted \$20k to cover costs of the project. This estimate was based upon lineal feet of frontage for this stretch of Evergreen Drive. Through the remainder of 2013 and into 2014, Village and Town officials communicated back and forth about the project, however a formal agreement was never executed. Once the project was complete in the fall of 2014, Outagamie County billed the Town for the entire project and the Town invoiced the Village for what was thought to be the agreed upon cost share. The cost share invoiced was based upon the Wisconsin Information System for Local Roads (WISLR). Since May of 2013, the Village was pressing to enter an agreement for the cost share to be based upon lineal feet of frontage. In working with Town of Vandebroek officials to mitigate this misunderstanding with regards to cost share of the project, the resolution for this instance was to split the difference. This resolution allows both communities to move forward without litigation and with a focus on improved communication about future shared projects in the future.

Moved by Trustee Van Lankvelt, seconded by Trustee Elrick to Approve the Evergreen Drive Reconstruction Project with the Town of Vandebroek

Ayes 6, Nays 0 – Motion Carried

Action/Approval of CSM for Fox Valley Tool and Die

Moved by Trustee Peerenboom, seconded by Trustee Elrick to Approve the CSM for Fox Valley Tool and Die

Ayes 6, Nays 0 – Motion Carried

Discussion—Utility Commission

Administrator Fenlon stated this is a subject that has been discussed at length over the past year. These discussions have taken place at the Board level, commission level and staff level (including Village Attorney review). As an overview of the Board level discussions, IFCs from March and August are attached. In addition, an amended version of the current Water Utility ordinance is provided for overview. When this was discussed at the Committee of the Whole in August, the question whether a member of the Village Board should be appointed to the newly formed commission was asked. Given that state statutes govern the formation and makeup of these types of commissions, it was revealed that trustees are not forbid from serving or being appointed to this type of commission. The current commission has five commissioners and the Village President is an ex-officio (by right of office) member (without pay). Since the Village of Little Chute's Water Commission has five commissioners, the term of appointment is five years. Under this format, each year one commissioner is always up for either re-appointment or the seat becomes vacant. If sitting Trustees were to be appointed the commission, it would have to be for the full five year term, per state statute. The term is determined by the number of commissioners and a commission may only have 3, 5, or 7 members. The second issue with appointing a sitting trustee to the Commission is with regards to the overall management of the utility itself. One of the over-arching ideals behind an appointed, nonpartisan commission to manage and provide oversight to a utility is to insulate the utility from political pressure. Staff will add an Ordinance packet to the next board meeting.

Presentation/Discussion of Wage and Compensation Study

Based upon previous discussions with the Board regarding compensation philosophy and given the approved 2015 Budget, the Village will be conducting a wage and compensation study in 2015. Through this two part process, our first goal is to determine if the current grade system is appropriate, including the classification of our workforce. Secondly, the Village will be looking for recommendations for a compensation system that meets our goals and objectives.

Recommended Goals of the Study – Classification System

Validate or update/amend our current classification system

Classification system that creates equity amongst workforce and classifies employees based upon the breadth of work assigned/job descriptions. With regards to moving forward and finalizing an RFP, input from the Board on the design of a compensation philosophy is needed. The main point of discussion should be based upon whether the Board favors a performance based system, a grade/step system (current format), or a combination/hybrid of the two systems. Lastly, in past discussions, the Board had desired to achieve more parity between certain benefits and the private sector. If that direction is desired, the Village will have to make that known within the scope of any contract with a consultant. Trustee Smith stated he was hesitant to having a service come in to do something that he believes is already in place. He is concerned of what the results would be. He would rather look at what we have and save the money for else. He would like to move forward with a plan that we can do ourselves that looks to build back the value in our employees and that they feel valued. Administrator Fenlon stated we want to make sure we are competitive with other municipalities and at the very minimum the Classification Study would tell us that. Trustee Elrick stated that there have been a lot of changes with ACT 10 and he would like a professional organization to take a look at it. He wants to see the comparisons to the private sector. Administrator Fenlon will finalize the RFP and circulate it to the Board and Department Heads.

Unfinished Business

Trustee Elrick would like to look into options for McKinley and Grand and have staff open up negotiations with the school on possible cost sharing

Items for Future Agenda

None

Moved by Trustee Smith, seconded by Trustee Van Lankvelt to enter into Closed Session 7:17 p.m.

Closed Sessions:

a) 19.85(1) (c) Consideration of Employment, Promotion, or Performance Evaluation Data of any Public Employee of the Village of Little Chute. *Personnel Evaluations*

b) 19.85(1)(e) Wis. Stats. Deliberations or negotiations on the purchase of public properties, investing of public funds or conducting other specific public business when competitive or bargaining reasons require a closed session. *Sale of Village Owned Property/Negotiations*

Return to Open Session

Moved by Trustee Smith, seconded by Trustee Elrick to exit the Closed Session at 8:21 p.m.


Ayes 6, Nays 0 – Motion Carried


Adjourn

Moved by Trustee Smith, seconded by Trustee Elrick to Adjourn the Committee of the Whole Meeting at 8:21 p.m.

Ayes 6, Nays 0 – Motion Carried

VILLAGE OF LITTLE CHUTE


By: Michael R. Vanden Berg, Village President


Attest: Laurie Decker, Village Clerk