

The meeting was called to order at 7:00 p.m. by Mayor St. Marie-Carls. Following the Pledge of Allegiance and a moment of silence for the community, roll call was taken.

Present: Mayor St. Marie-Carls, Alderpersons Bostedt, Wattawa, Brickner, McSweeney, Fliss and Klug

Also Present: City Administrator Rhode, City Attorney Alexy, City Clerk/Treasurer Uecker, Fire Chief Lockwood, Police Chief Dietrich, City Engineer Dejewski, Building Inspector Vretenar, Public Health Administrator Scott and interested citizens

Presentation:

- David Alswager – Recognition from Mayor St. Marie-Carls

Resolutions and Ordinances:

Moved by Alderwoman Fliss, seconded by Alderman Brickner to introduce and adopt a Resolution Regarding Non-Represented Employees' Wages and Salaries. Motion carried. **Resolution No. 2701**

Minute Approval:

Moved by Alderman Brickner, seconded by Alderwoman Fliss to place on file the minutes of the Common Council meeting held February 17, 2016. Motion carried.

Reports from Committees/Commissions/Boards:

Moved by Alderwoman Bostedt, seconded by Alderwoman Fliss to place on file the Reports from Committees/Commissions/Boards as listed on the March 1, 2016 Common Council Agenda. Motion carried.

Action Items from Committees/Commissions/Boards:

Moved by Alderman Brickner, seconded by Alderman Wattawa to approve a Beverage Operator's License – New for Alana Wooldridge. Motion carried.

Appointments to Committees/Commissions/Boards:

Correspondence with Possible Action or Referral to Committees/Commissions/Boards:

Moved by Alderwoman Fliss, seconded by Alderman McSweeney to place on file with reference in the minutes the Mayor's Update #80. Motion carried.

Moved by Alderwoman Bostedt, seconded by Alderman McSweeney to place on file with reference in the minutes the correspondence from PJ Early regarding investigation of accusation. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to place on file with reference in the minutes the correspondence from Brian Kaebisch regarding access to Police Department. Motion carried.

Moved by Alderwoman Bostedt, seconded by Alderwoman Fliss to place on file with reference in the minutes the Open Meetings Request from the Mayor and the City Attorney response to February 11, 2016 Mayoral "Official Announcement – Point of Order" Request. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Brickner to place on file with reference in the minutes the correspondence from the Building Inspector regarding applications for rezoning of parks from Milwaukee County and to refer these items to the Planning Commission. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderwoman Bostedt to overturn the Mayor's Veto of the Charter Ordinance to Define the Role of Mayor as Chief Executive Officer and to Establish the Office of City Administrator. Alderwoman Fliss requested a roll call vote. The following voted "aye": Alderman Brickner, Alderman Wattawa, Alderman Klug, Alderman McSweeney, Alderwoman Bostedt and Alderwoman Fliss. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to place on file with reference in the minutes the correspondence dated February 25, 2016 from the City Engineer regarding the annual Tree Stumping Contract award and to concur with the City Engineer's request. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman McSweeney to place on file with reference in the minutes the Public Record of Email Correspondence from the Mayor to Chief Dietrich regarding unescorted access request. Motion carried.

Moved by Alderwoman Bostedt, seconded by Alderwoman Fliss to place on file with reference in the minutes the correspondence from Jim Hatzenbeller regarding streets and alleys. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to place on file with reference in the minutes the Memories Car Club Block Party Event Request for an event June 25, 2016 and to approve the request. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to place on file with reference in the minutes the correspondence from the Mayor regarding Public Records of her Emails, Phone Calls and Building Access. Motion carried.

Discussion Items with Possible Action:

Moved by Alderman Brickner, seconded by Alderwoman Fliss to place on file and approve all vouchers on the Voucher List dated February 18, 2016 through March 1, 2016 in the amount of \$186,129.93. Motion carried.

Training/Conference/Seminar Requests:

Moved by Alderwoman Bostedt, seconded by Alderwoman Fliss to place on file with reference in the minutes the Training/Conference/Seminar Request as listed on the March 1, 2016 Common Council Agenda and to approve the request with the necessary expenses as it is a budgeted item. Motion carried.

Adjourn to Closed Session:

Moved by Alderwoman Fliss, seconded by Alderman Brickner to adjourn to Closed Session pursuant to Wis. Stat. sec. 19.85(1) (g) for purposes of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Upon conclusion of the closed session, the Common Council will reconvene in Open Session prior to taking any action regarding those matters that were discussed in Closed Session for which action in open session is required. Items for discussion: City of St. Francis v. Czar Machine & Weld, Inc. et al.; City of St. Francis v. Hauenstein; East Howard Avenue Right-of-Way. The following voted "aye": Alderman Brickner, Alderman Wattawa, Alderman Klug, Alderman McSweeney, Alderwoman Bostedt and Alderwoman Fliss. Motion carried.

Time: 8:28 p.m.

Moved by Alderwoman Fliss, seconded by Alderwoman Bostedt to take a 5-minute recess. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Klug to reconvene to open session. Motion carried.

Time: 9:11 p.m.

Moved by Alderwoman Fliss, seconded by Alderman Brickner to authorize the filing of a petition by the City Attorney with the Circuit Court to vacate Sivyer and Betz Land Company's Subdivision #3. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderwoman Bostedt to adjourn. Motion carried.

Time: 9:12 p.m.

Resolution No. 2701

RESOLUTION REGARDING NON-REPRESENTED EMPLOYEES' WAGES AND SALARIES

At a regular meeting of the Common Council of the City of St. Francis, Milwaukee County, Wisconsin, held on the 1st day of March, 2016 a quorum being present and a majority of the Council voting therefore, said council does resolve as follows:

WHEREAS, it is in the public interest of the residents of the City of St. Francis that the wages and salaries of City of St. Francis, Wisconsin be approved and adopted by the Common Council;

WHEREAS, the City has adopted a pay-for-performance compensation plan in 2013 for all non-represented employees;

WHEREAS, standardized performance reviews including goals were created for each position within the organization and training on them was provided by an outside agency;

WHEREAS, employees who are currently employed at the time of the passage of this resolution are eligible for this program and employees whom have retired or are no longer with the organization do not qualify;

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of St. Francis, Milwaukee County, Wisconsin:

ESTABLISHING OR REESTABLISHING SALARIES AND WAGES OF CERTAIN OFFICIALS AND EMPLOYEES OF THE CITY OF ST. FRANCIS FOR 2015

The salaries and wages of certain officials and employees of the City of St. Francis commencing and retroactive to January 1, 2015, except as otherwise hereinafter set forth, are as follows for various appointed Department Heads, Officers, Professional, Inspection and Other Personnel:

1. **Wages and Salaries:**

Position	Existing Pay	Pay for	Proposed 1/1/2016
		Performance %	
City Administrator	\$99,465.60	2.26%	\$101,713.52
City Engineer/Director of Public Works	\$96,907.20	1.74%	\$98,593.39

MINUTES OF THE CITY OF ST. FRANCIS COMMON COUNCIL MEETING HELD MARCH 1, 2016

City Clerk/Treasurer	\$79,206.40	2.00%	\$80,790.53
Public Health Administrator	\$71,344.00	1.74%	\$72,585.39
Police Chief	\$92,372.80	2.00%	\$94,220.26
Fire Chief	\$95,472.00	2.26%	\$97,629.67
Building Inspector	\$69,576.00	1.74%	\$70,786.62
Highway Superintendent	\$61,880.00	2.26%	\$63,278.49
Deputy City Clerk	\$55,078.40	2.00%	\$56,179.97
Part-Time Administrative Staff			
618	\$13.50/hour	1.50%	\$13.70/hour
619	\$13.50/hour	1.50%	\$13.70/hour
Assistant City Engineer	\$75,025.60	1.74%	\$76,331.05
Engineering Technician	\$54,932.80	1.50%	\$55,756.79
Custodian	\$23.80/hour	2.00%	\$24.28/hour

MINUTES OF THE CITY OF ST. FRANCIS COMMON COUNCIL MEETING HELD MARCH 1, 2016

Department of Public Works

404	\$54,308.80	1.50%	\$55,123.43
508	\$54,308.80	1.74%	\$55,253.77
521	\$54,579.20	2.26%	\$55,812.69
97	\$42,224.00	0.00%	\$47,340.80
102	\$53,393.60	2.26%	\$54,600.30
95	\$54,329.60	1.50%	\$55,144.54
101	\$53,560.00	2.26%	\$54,770.46
96	\$50,336.00	0.00%	\$51,480.00
Court Clerk	\$17.80/hour	3.00%	\$18.33/hour
Assistant City Nurse	\$28.43/hour	1.50%	\$28.86/hour
Health Department Clerical	\$10.66/hour		\$10.66/hour
Sanitarian/Weights and Measures	\$28.47/hour	2.00%	\$29.04/hour
Police Clerk - IT Coordinator	\$45,739.20	2.52%	\$46,891.83

WHEREAS, the Pay for Performance program is designed to be flexible and in future years may be the sole determiner in wage/benefits increases for City of St. Francis employees. In future years the program may be expanded to other departments.

WHEREAS the Bargaining Committee has approved the Pay Scale for the Highway Department and Mechanic position as documented in Exhibit 1.

PASSED and APPROVED this 1st day of March, 2016.

/s/CoryAnn St. Marie-Carls

Mayor

ATTEST:

/s/Anne B. Uecker, MMC/WCPC

City Clerk/Treasurer

EXHIBIT 1

Scheduled Annual Wage Adjustments and Pay Ranges

Highway Utility and Equipment Operator – Pay Range \$18.00 to \$28.00

Pay	Criteria
\$18.00	Starting pay rate if has CDL. If not, starting pay rate is \$17.50 and increased to \$18.00 upon obtaining CDL within 3 months of hire date.
\$20.00	Increase based upon successful completion of a 1-year probation, demonstration of ability to work equipment, and coming in for all overtime possible.
\$22.76	Increase based upon demonstration of proficiency on equipment, coming in for all overtime possible and 2 performance reviews with a performance rating (raw score) of 2 or better.
\$24.50	Increase based upon demonstration of proficiency on equipment, coming in for all overtime possible and 3 performance reviews with a performance rating (raw score) of 2.2 or better.
Lowest hourly wage of the existing employees.	Increase based upon demonstration of continued proficiency on equipment, coming in for all overtime possible, and demonstration of ability to complete tasks without constant supervision. Has a performance rating (raw score) of 2.4 or better for 4th performance review.

Mechanic – Pay Range \$20.00 to \$30.00

Pay	Criteria
\$20.00	Starting pay rate.
\$22.00	Increase based upon successful completion of a 1-year probation.
\$24.75	Increase based upon demonstration of proficiency on repairing equipment in a timely manner. Has a performance rating (raw score) of 2.3 or better.
\$27.75	Increase based upon demonstration of continued proficiency on repairing equipment in a timely manner. Has a performance rating (raw score) of 2.5 or better.

The process to move through the scheduled increases would take 5 years or longer for the highway department and 4 years or longer for the mechanic depending upon the individual. It would be reviewed at performance time. The increase would take the place of a performance increase although by adding the performance rating as part of the goal to be achieved, it still motivates an employee to do their best to move through the different levels in the shortest amount of time. The scheduled increases and the pay range then would be reviewed annually and adjusted separately as needed.