

**VILLAGE OF PEWAUKEE
SPECIAL VILLAGE BOARD MEETING
September 20, 2016**

1. Call to Order, Pledge of Allegiance, Moment of Silence and Roll Call

President Knutson called the meeting to order at approximately 6:31 p.m. The Pledge of Allegiance was recited followed by a moment of silence.

Village Board members present on Roll call: Trustee Tom Calder, Trustee Heather Gergen, Trustee Cathy Baumann, Trustee Paul Evert, and President Jeff Knutson; Trustee Joe Zompa and Trustee Kevin Yonke were excused.

Also Present: Village Attorney, Mark Blum; PD Chief, Tim Otto; PD Captain, Jay Iding; PD Lieutenant, Mark Garry; Pewaukee Library Director, Jennie Stoltz; Department of Public Works Director & Engineer, Dan Naze; Village Planner, Mary Censky; Village Administrator, Scott Gosse, Village Clerk, Chaz Schumacher.

2. New Business

a. Discussion and Direction on Draft 2017 General Fund Budget and Draft 2017-2019 Capital Plan

Trustee Calder asked when the new fire numbers will be given to the Village. Administrator Gosse stated the City of Pewaukee's financial committee is meeting on Thursday.

Pewaukee Library Director Stoltz stated her budget is straight forward but there will be some changes after the Library Board meets tomorrow due to health insurance costs going down \$1,500. Stoltz stated the Village did a salary study a year ago and overall the Library budget increased 0% with the exception of salaries and benefits. She stated the increase is because she's working towards getting her employees to the midpoint range. She has reviewed staff evaluations, their placements and longevity, and their education to help make judgements on how fast they need to get to the midpoint level of pay. Stoltz stated the current budget request would increase about a third of staff to the midpoint level. Stoltz stated she is concerned about getting staff higher salaries because they see jobs in other communities that pay \$5-\$6 more than their current wage. President Knutson asked if the salary study helped. Stoltz replied it did and that it was very enlightening and informative and very much worth it. She stated now that they know they are in the lower scale in the county they can take steps to get employees to the midpoint target, she can't do it all now but is looking to phase in over time. Trustee Calder asked how long until she would be at midpoint. Stoltz replied that it's hard to keep up with the cost of living increases but she hopes to get them to midpoint but she doesn't know if these levels of increases are realistic, maybe this coming year and then again in a few years. President Knutson stated that no one on the Board wants the Library to lose key people and hopefully they understand that we are trying to get them increased as soon as possible. Trustee Calder stated Stoltz is playing catch up, we paid to do the study and now adjustments need to be made. Calder stated it will be the same picture next year and support needs to be extended to the Library and other departments. Stoltz stated her biggest concern is the huge turnover in the Library world because employees that didn't retire during the recession are retiring now. She stated there are a lot of job ads and she fears losing people. President Knutson asked Administrator Gosse if the Village at midpoint or higher in other departments based on the study. Gosse stated there were some on the low range. Stoltz stated the library had 16 people not on the scale and now all are on the scale but most are on the bottom half or quarter of the scale.

President Knutson asked if the Board would be okay with Stoltz coming back with higher numbers for those on the center that the library may lose and bring them up now and not wait. Discussion followed.

Department of Public Works Director & Engineer Naze stated his budget is pretty much the same as the 2016 budget.

Police Chief Otto reviewed the PD budget. Otto stated they have the same number of employees. He stated at the Lake Patrol meeting earlier today, they approved their budget, the Village share is the same. Otto stated the revenue numbers are higher and he's projecting \$20,000 or more in grants from the DOT. He stated a 2% salary increase has been included for all sworn in officers and was carried through for supervisors. Otto stated the secretarial employees' increases are different due to staff changes in the future but overall they're the same.

President Knutson moved discussion on to the capital budget. Administrator Gosse stated the worksheet includes proposed equipment replacement and road/utility projects for a 3 year period. DPW Director & Engineer Naze reviewed the proposed equipment replacements. Naze stated the capital projects are nothing new from what was reviewed and approved in October 2015 at the Public Works & Safety Committee meeting. Trustee Gergen asked if Naze planned until 2018/2019. Naze stated yes. Trustee Calder asked if all of the road plans are part of the budget. Naze stated yes. Trustee Evert asked why there wasn't anything under the water or storm water utilities. Naze stated it depends on the project, some lines don't need replacing. President Knutson asked if Naze was comfortable with the numbers. Naze stated yes. Knutson asked Gosse if water and sewer is borrowed under water and sewer. Gosse stated the Village is looking at cash instead of borrowing.

Trustee Calder asked Chief Otto if PD about the PD capital budget and if PD was looking to downsize their suburban. Otto replied a vehicle with longer wheel base is needed because they need to haul a trailer. Discussion followed.

Trustee Gergen stated she would like to look at and discuss capital outlay

3. Adjournment

Trustee Baumann moved, seconded by Trustee Evert to adjourn the September 20, 2016 Special Village Board meeting. Motion carried 5-0.

Meeting adjourned at approximately 7:06 p.m.

Respectfully Submitted,

Chaz Schumacher
Village Clerk