

**CITY OF GILLETT
FINANCE & PERSONNEL**

Council Chambers – Municipal Building
150 N McKenzie Ave – Gillett, WI 54124

**MONDAY, SEPTEMBER 13, 2021 IMMEDIATELY FOLLOWING HEALTH
PROTECTION AND LICENSE
AGENDA**

Committee may deviate from agenda as needed

Meeting Called to Order

Roll Call is taken

Verification of Open Meeting Law Compliance

PUBLIC INPUT

AGENDA ITEMS:

1. Discussion and possible action on minutes from August 30, 2021
2. Discussion and possible action on 2022 Budget
3. Discussion and possible action on Bargaining Agreement for Police Department with General Teamsters
4. Committee may go into closed session to discuss matters of employment, promotion, compensation, or performance evaluation data of public employees pursuant to 19.85 (1c) Wis. Stats.
5. Committee will return to open session and may take action on matters discussed in closed session.
6. Discussion and possible action on 2022 Budget
7. Discussion and possible action on virtual meeting policy
8. Set Next Meeting Date
9. Adjournment

cc: Committee members Hubbard, Blaser, Rudie, council members, Mayor

Please remember to silence cell phones before attending meetings at City Hall

It is possible that members of and possibly a quorum of members of the City Council or other committee may be in attendance at the above stated meeting to gather information; no action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice.

Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made to the City Clerk's office 920-855-2255 with as much advance notice as possible.

Agenda subject to change up to 24 hours prior to the meeting

CITY OF GILLETT
FINANCE & PERSONNEL
Council Chambers – Municipal Building
150 N McKenzie Ave – Gillett, WI 54124
MONDAY, AUGUST 30, 2021 AT 5:00 PM
MINUTES

Chairperson Hubbard called the meeting to order at 5:00 PM.

Roll Call

Present: Alderpersons Sandra Hubbard, Marie Blaser and Debbie Rudie (at 5:20) Mayor Josh McCarthy, Alderperson Nanette Mohr, Matt Stroik (left at 5:45), Clerk Treasurer Chelsea Anderson, Utility and Public Works Department Head Ron Anderson, and Librarian Shannon Stoner. Officer Zak Hoeft and Teamsters Local 662 Representative at 5:30 pm. Chief Hicks and Assistant Chief Tim Via at 6:00 pm.

Clerk informs Committee that Open Meeting Law has been complied with and Roll has been taken.

Public Input: Alderperson Mohr asked if expansion of the day care or serenity gardens/nursing home is a possible project for Community Development Authority, will set a meeting.

AGENDA ITEMS:

1. Discussion and possible action on minutes from August 2, 2021

MOTION: Blaser/Hubbard

Motion to approve minutes from August 2, 2021.

Voice Vote: All Ayes **MOTION CARRIED**

2. Discussion and possible action on 2022 Budget-Librarian Shannon Stoner explained her budget numbers and adjustments made from her first draft.
3. Discussion and possible action on Bargaining Agreement for Police Department with General Teamsters- Will go into Closed Session to negotiate compensation.
4. Committee may go into closed session to discuss matters of employment, promotion, compensation, or performance evaluation data of public employees pursuant to 19.85 (1c) Wis. Stats.

MOTION: Rudie/Blaser

Motion to approve go into Closed Session at 5:32 pm with General Teamsters Representative to discuss negotiations to include Representative, Officer Hoeft, Mayor, Clerk, and Council Members.

Voice Vote: All Ayes **MOTION CARRIED**

5. Committee will return to open session and may take action on matters discussed in closed session.

MOTION: Rudie/Blaser

Motion to return to Open Session at 6:05 pm. Will set a later meeting date to finalize negotiations.

Voice Vote: All Ayes **MOTION CARRIED**

6. Discussion and possible action on 2022 Budget- Chief Hicks and Assistant Chief Via discussed proposed budget numbers. Department Head Ron Anderson went over his Parks, Public Works, and Utility Budget.
7. Set Next Meeting Date – September 13, 2021 immediately following Health, Protection, and Licensing Committee.
8. Adjournment at 7:20 PM

MOTION: Rudie/Blaser

Motion to adjourn.

Voice Vote: All Voting Aye **MOTION CARRIED**

Respectfully Submitted by
Clerk Treasurer Chelsea Anderson

**CONTRACT PROPOSAL FOR MEMBERS OF
TEAMSTER LOCAL UNION 662 WHO ARE EMPLOYED AT
CITY OF GILLETT POLICE DEPARTMENT**

Unless indicated below all provisions of the collective bargaining agreement remain in force and effect including any letters or memorandums of understanding, schedules and addendums. The Union reserves the right to make such additions, corrections and amendments to this proposal as it may deem proper during the course of negotiations. *Any agreement negotiated is subject to the approval of the Wisconsin Teamster Joint Council 39 as required by the Constitution of our International Union.*

UNION 1. ARTICLE XIII –VACATION

ADD: Employees shall be able to rollover one (1) week of vacation and remaining personal days each year.

UNION 2. ARTICLE XVII –HOLIDAYS AND PERSONAL DAYS

Increase the number of personal days to 5 each year.

UNION 3. ARTICLE XX –UNIFORMS

The City desires to maintain a professional appearance for its officers and provide appropriate safety equipment. The Chief shall determine distribution of uniforms and equipment consistent with City policy and budget.

Revise as follows:

The City desires to maintain a professional appearance for its officers and provide appropriate safety equipment. ~~The Chief shall determine distribution of uniforms and equipment consistent with City policy and budget.~~

The City shall provide on an annual basis \$500.00 per Officer a Uniform and Safety Equipment allowance for which, if unused

amounts remain at the end of the year, shall rollover into the following year in addition to the annual allowance paid.

The City shall assume the cost of maintaining the Uniforms in situations of contact with bio hazards.

UNION 4. NEW ARTICLE

LONGEVITY

Officers shall receive the following longevity pay in addition to their hourly wage:

Following 2 years of employment:	\$.25 per hour
Following 4 years of employment:	\$.50 per hour

UNION 10. APPENDIX A

4% across the board increases effective January 1, 2022.

Increase wages 3.5 % across the board effective January 1, 2023.

UNION 10. APPENDIX A

Increase shift differential to \$.50 per hour.

UNION 11. ARTICLE XXIII – DURATION

This Agreement shall be in effect from January 1, 2022 through December 31, 2023, unless modified or extended by mutual written agreement of the parties.

DISCUSSION: Union requests that the Chief position receive 12 hours of vacation time when working 12 hours shifts. Chief should not have to take a day and a half of vacation when working 12 hours.

Conduct of virtual meetings of and remote attendance at meetings of boards, authorities, committees, and commissions.

- (a) *Virtual meetings and remote attendance.* In exceptional circumstances as determined by the chair of the applicable city board, authority, committee or commission, meetings may on a case by case basis be held on a virtual basis or otherwise with remote attendance as described in this section. Virtual meetings and remote attendance are only authorized when the chair determines that health, safety, welfare, family or work circumstances warrant a virtual meeting or remote attendance. Virtual meetings and remote attendance are not authorized solely for convenience, or due to vacation, travel, or seasonal relocation of one or more members of the body. For meetings that include quasi-judicial action requiring due process, the chair must consult the city attorney before authorizing a virtual meeting or remote attendance. Virtual meetings and remote attendance are subject to the following:
- (1) *Remote attendance.* When a meeting is held in-person, the chair of the applicable body, may allow one or more members of the body to attend the meeting by telephone or other electronic means, subject to the requirements of this section. A member of the body seeking to attend remotely shall notify the city clerk, mayor of the request at least 48 hours in advance of the meeting. The city clerk/mayor shall immediately notify the chair. The chair shall decide whether to grant the request at least 24 hours in advance of the meeting. The chair's determination shall be final. Members of the body attending remotely shall have all powers of participation, including counting toward a quorum and having the opportunity to vote. Such attendance is only permitted if systems allow the remote member to hear the proceedings and be heard in the meeting room. If visual information is presented at the meeting, the information shall be distributed or systems must allow remote attendees to view what is presented. The city does not warrant remote attendance system performance. If circumstances leading to one or more members of the body seeking to attend remotely are widely shared by others in the general public, the chair should consider providing a similar remote attendance option for the general public. Such option must be provided to citizens in a timely manner as part of the meeting agenda notice.
 - (2) *Virtual meeting.* Upon direction of the chair, a body may on a case-by-case basis conduct an entirely virtual meeting, in which no member of the body is present at city hall, subject to the requirements of this section. Members of the body attending virtually shall have all powers of participation, including counting toward a quorum and having the opportunity to vote. If visual information is presented at the meeting, remote attendees must have the opportunity before or during the meeting to view what is presented or be prohibited from voting on the matter. The public shall be given access to the system implementing the virtual meeting platform. Information about access to the meeting shall be provided to citizens in a timely manner as part of the meeting agenda notice. Best efforts shall be used to ensure that members of the public lacking access to the virtual meeting platform are provided alternative reasonable methods to attend.
 - (3) *Open meetings law limitations.* In no event shall a virtual meeting be convened, or remote attendance be permitted where a violation of the Wisconsin Open Meetings Law would result.

It appears you also found the ordinance published by the league of municipalities for the City of Bayside. Therefore the ordinance appears to be presented as a model for other municipalities to follow. There other resources the board may want to consider as well. Links are below.

The Bayfield ordinance gives the authority to the chair whether a virtual meeting is justified—here the mayor or committee chairperson. The city council should consider first whether it wishes to delegate authority to the chairperson as to when a virtual meetings are permitted. Another approach would be for the council to vote to determine whether public health safety, welfare, family or work circumstances exist to warrant virtual meetings. The mayor / chair can then determine the need for virtual attendance for specific meetings having had that initial finding made by the city council. The Bayside ordinance provides flexibility but arguably deprives the council from making the underlying decision as to whether the circumstances justify the mayor / chair exercising that discretion. The city could consider a resolution declaring a public health emergency or declaration which would be for a specified time or under specified conditions which would allow for the mayor / chairpersons to then decide whether meetings should be virtual during the time period addressed in the resolution or other determination. That authority would not exist absent board approval.

I also do not believe it is necessary for the city to consult counsel every time this decision is made, which is required by the Bayfield ordinance.

In summary the council could declare a public health emergency by resolution and maybe it already has. This determination should be based on findings by public health officials or following the lead of the county or state. The council would adopt a version of the proposed ordinance as well which would be triggered by the declaration, delegating the decision for virtual meetings to the chair of the meeting during the time specified by the council.

I hope this response is not too convoluted and I am available to discuss. The balance of the language can be adopted but I believe the decision allowing virtual meetings should begin with the council. If the council wants to delegate the authority, the entire Bayside ordinance can be adopted with the caution of requiring attorney approval for every meeting decision made. Otherwise, once the council considers these issues I can prepare or revise the necessary documents to implement the decision.

Terry