

The Personnel & Finance Committee met in Special Session with Chairperson Anfinson presiding. The meeting was called to order at 6:00 p.m.

Members present: Nathan Anfinson, Susan Hady.

Members excused: Carl Fausett

Others in attendance: Dave Magnussen

There were no public appearances.

Discussion was held on the positions of spring/fall mowers. This year there has been a problem getting these positions filled. The committee discussed why this may be and felt it had to do with pay and lack of interest of only working a few months in spring and summer. Magnussen reported that he received correspondence from Columbus, pays \$10.88 per hour, Hartford pays \$10.00 per hour with \$0.50 the each year they return and Beaver Dam that pays \$10.50 per hour. Magnussen advised that he wasn't sure if they did spring/fall employment or if they do April thru October. Anfinson felt that maybe it would be better to try to get people to work April thru October versus taking the summer off. With this we would eliminate the need for summer help. Instead that summer help could possibly be used in the DPW to assist with projects.

Motion by Hady, second by Anfinson to set the hourly wage for spring/fall mowers at \$11.00 per hour with \$0.50 per hour if they return the next year maxing out at \$14.00 per hour, allow Magnussen to decide the structure of how they will work.

All voting AYE, motion carried.

Magnussen presented an application for part time parks employee. That name will be brought up at the council meeting late in the evening.

Discussion was held on the staffing levels of the public works department. Magnussen advised that the department is falling behind on necessary projects that need to be completed during the fair weather months and it is directly attributed to the city cutting positions in the department to meet budget shortfalls while other departments continue to run full staff and have felt minimal effects of personnel cuts. Anfinson advised that there would be an unlikely chance of adding a full time person due to the council facing a deficit budget again but need to remain mindful of retirements coming up. Suggestions were made to utilize seasonal working for summer months, hiring agency to workers. Anfinson will work with Magnussen to try to come up with a fair plan to use for the upcoming summer and work a long range plan.

Anfinson advised the committee that the personnel manual is coming along nicely and hopes to be done migrating info from the current manual to the new manual.

Motion Hady, second by Anfinson, to adjourn.

All voting AYE. Motion carried.

Meeting adjourned at 6:46p.m.



Nathan Anfinson, Chairperson