



Finance/Personnel Committee

335 South Broadway
De Pere, WI 54115
<http://www.de-pere.org>

Regular Meeting

Minutes

Tuesday, September 12, 2017

7:30 PM

De Pere City Hall Council Chambers

1. Call to Order. Mayor Walsh called the regular meeting of the Finance/Personnel Committee to order at 7:30 PM on September 12, 2017, at De Pere City Hall Council Chambers, 335 South Broadway Street, De Pere, Wisconsin 54115.

Attendee Name	Title	Status	Arrived
Scott Crevier	Aldersperson	Present	
Ryan Jennings	Aldersperson	Present	
Larry Lueck	Aldersperson	Excused	
Casey Nelson	Aldersperson	Present	
Michael J. Walsh	Mayor	Present	

Also Present: City Administrator Lawrence Delo, City Attorney Judith Schmidt-Lehman, City Planner Peter Schlein, Finance Director Joe Zegers, Human Resources Director Shannon Metzler, Recreation Superintendent Paula Rahn, Fire Chief Alan Matzke, Police Chief Derek Beiderwieden, Building Inspector Dave Hongisto, Tina Quigley on behalf of Definitely De Pere and Members of the Public.

2. Approval of the Minutes of the August 8, 2017, Regular Meeting of the Finance/Personnel Committee.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Scott Crevier, Aldersperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

3. Approval of Police Overtime Report for August 2017.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Casey Nelson, Aldersperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

4. Fire Department Overtime and LifeQuest Services Billing Report for August, 2017.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Ryan Jennings, Aldersperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

5. Consider donation from the Pink Flamingo to the Fire Department.*

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Casey Nelson, Alderperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

6. Request for one year farm lease to be established for undeveloped City owned land on the east side of De Pere.*

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Casey Nelson, Alderperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

7. Consider changes to the Chapter 54 Building Code and Chapter 94 Building and Property Maintenance Code.*

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Casey Nelson, Alderperson
SECONDER:	Michael J. Walsh, Mayor
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

8. Consider Creation of Chapter 9 DPMC Non-Discrimination in Housing, Accommodation and Employment*

The Mayor asked City Attorney Judith Schmidt-Lehman to give background on this item, and she explained that the draft ordinance was prepared at the request of Alderperson Nelson, loosely modeled after Appleton's similar ordinance. This draft ordinance would prohibit discrimination in employment, housing and public accommodations to add specific protected classifications not addressed in state and federal anti-discrimination laws. The City Administrator would handle complaints, with the City Attorney reviewing to determine if a state or federal agency would be more appropriate to handle. The City Administrator would then investigate complaints falling under the ordinance and attempt resolution. Unresolved matters would then be reviewed by the City Attorney's office for a determination as to whether a municipal citation would be issued.

Alderperson Nelson shared statistics from two studies that support his belief that this type of discrimination also has a public health aspect for suicide prevention and mental health issues, indicated that 20 states already have something similar in place (including the cities of Madison, Milwaukee, and Appleton in Wisconsin) and that it is important for De Pere to enact.

Mayor Walsh made a motion to open the meeting, which was seconded by Alderperson Jennings. Upon vote, motion carried unanimously.

The following individuals spoke on behalf of the ordinance: John Grunseth, a retired HR manager and consultant, spoke regarding protections for sexual orientation and how this positively impacts the talent pool for employment, that it allows for people to work without fear and that transgender people should be added to protected classes; he further provided his support for the accuracy of the statistics given by Alderperson Nelson and shared information from a State of Wisconsin Transgender Discrimination Survey. He urged the City to pass this policy. Anna Grunseth spoke in support of non-discrimination and the impact local protections would have on transgender individuals when determining where to live, both for current residents and those looking to move into the community. Stacie Christian, a UWGB Professor, shared that she just completed a dissertation on equity concerning anti-discrimination policies for transgender individuals, added that Sun Prairie also has a non-discrimination policy in place, shared that some individuals hired by the university are choosing to commute from Appleton and that both potential employees and students are choosing to go to other states where they feel safer because they strive to be comfortable living in the area where they work. She further spoke on behalf of the efforts of UWGB on this issue and its reputation for being LGBT-friendly, but that students are leaving upon graduation to Illinois or Minnesota, where anti-discrimination protections are in place. She also added that she is interested in opening a business and she would be much more interested in opening her business here, should De Pere pass this ordinance. Kathy Flores, former Diversity & Inclusion Coordinator for Appleton and current statewide program coordinator for LGBTQ anti-violence, shared that she assisted with writing the policy in Appleton, explained how Appleton has benefitted from the ordinance and that economic development for the City resulted by developing better business relationships through making them aware and creating an understanding of the policy through training and support. Stacy Mallette, a teacher in an alternative high school, indicated that this ordinance would allow employees to be open and honest and would show support for every member of a community for the opportunity to build a better life. Lee Werner, a caseworker for a homeless and mental illness outreach program in Milwaukee shared his personal experiences with bullying, suicide, job rejection, fear and how this ordinance would draw people to live in De Pere. Noah Reif expressed his support of earlier comments and how this protection would attract young talent to De Pere and to Wisconsin, as well as provide confidence in community to promote young adults to stay in the area after college, and that the importance of the human aspect of this issue cannot be understated; he thanked Alderperson Nelson for introducing it. Renee Gasch shared that she has moved to De Pere from San Francisco and while she doesn't identify with one of the proposed protected classes, she feels strongly about raising her daughter in an inclusive, progressive community where diversity is accepted and respected. Miranda Bonde also expressed support of living in De Pere as a progressive community, as a business owner in the Green Bay area, as an advocate for LGBTQ efforts and a leader of a professional networking group and by passing this ordinance, the City could protect and help the LGBTQ community.

Mayor Walsh moved to go back to regular order, which was seconded by Alderperson Crevier. Upon vote, motion carried unanimously.

Mayor Walsh expressed that he would like to send this matter back to staff for additional consideration so that, due to its importance, the City get it right and not rush into enacting the ordinance in order for more input to be requested to avoid potentially missing something. Mayor Walsh made a Motion to refer back to staff, which was seconded by

Aldersperson Jennings. Aldersperson Nelson indicated that Appleton's ordinance was looked at closely, that he has discussed the ordinance with the Mayor of Appleton for feedback, and does not feel there is much to change with the proposal. City Attorney Schmidt-Lehman added that it might be important to make others impacted by the ordinance aware, such as employers, businesses, and rental property owners, and Aldersperson Crevier added that he would appreciate feedback from the community and confirmed that the matter will go before the Finance/Personnel Committee again prior to going to Council. Aldersperson Jennings thanked those who came to speak, expressed his support, as well as concern of whether the scope should go even further, and shared that the City's position to move carefully should not be viewed negatively. Administrator Delo clarified the Committee's direction to staff on conducting outreach, and the Mayor indicated he would like feedback on areas mentioned by Aldersperson Jennings and miscellaneous areas suggested by City Attorney Schmidt-Lehman, and she and Aldersperson Nelson should come up with areas to be looked at. Aldersperson Crevier commented about business connections the Planning Department might have to get the word out and indicated he would appreciate more feedback from De Pere residents. The Mayor also thanked those who attended for their input. City Attorney Schmidt-Lehman indicated that the information assembled should be available for the next Finance/Personnel Committee meeting on October 10.

RESULT:	REFERRED BACK TO STAFF [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Ryan Jennings, Aldersperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

9. Consider changes to 2018 Seasonal/Part-time Employee Wages

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Ryan Jennings, Aldersperson
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

10. Recommendation to offer paid time off benefits to Staff Attorney position *

Following the Motion, a discussion occurred among the alderspersons and Human Resource Director Metzler regarding this request for an exception to City policy; potential City savings resulting from eliminating other benefits typically offered to employees at the 20-hour threshold and offering only paid time off benefits (by reducing the hours to 19 per week); the possibility of losing a good employee due to health insurance rates and requirements of spouse's employer; the budget impact of increasing wages versus offering paid time off; health insurance rules and that a spousal surcharge is not an option in this unique situation. The Mayor confirmed that the spousal carve out would have been negotiated for this candidate at the time of hiring had it been known in advance, and that he believes recruiting for a part-time attorney must be somewhat difficult. Aldersperson Jennings confirmed with HR Director Metzler that this decision would not set a precedent, and she indicated that a change to City policy is not being

requested and that an exception is being requested only in this situation. Alderperson Crevier confirmed that this item also goes to council.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Casey Nelson, Alderperson
SECONDER:	Michael J. Walsh, Mayor
AYES:	Scott Crevier, Ryan Jennings, Casey Nelson, Michael J. Walsh
EXCUSED:	Larry Lueck

11. Re-Consideration of Definitely De Pere Public Art Proposal: Downtown Mural Program. (Requested by Alderperson Crevier.)

The Mayor requested that Alderperson Crevier give his reasons for the reconsideration, to which he indicated he would like to include non-downtown businesses in this program and proposed reconsideration since learning that votes made at last month's meeting were final (not moving forward to Council), and while he appreciates Definitely De Pere's proposal, he wants to see if anything could be done to expand locations beyond downtown. Alderperson Crevier moved to reconsider, seconded by Alderperson Nelson. Alderperson Jennings recused himself from discussion and vote on this item.

Administrator Delo commented on complications associated with reconsideration at this time, being that council authorized \$100,000 in favor of Definitely De Pere for public art and authorized the Finance/Personnel Committee to approve and disburse payments directly to Definitely De Pere; further, he explained the geographic boundary for De Pere's Main Street Program, which limits where the money could be utilized. Administrator Delo explained that there is streetscaping money that could be available for use outside of the downtown as it has no set geographic boundary. Mayor Walsh added that at the last Finance Committee meeting this item was passed unanimously in favor of Definitely De Pere; Alderperson Crevier explained that he thought it could be further reviewed at the August Council meeting, and he was looking for an option to extend benefits to the outskirts of the City.

Administrator Delo asked about the vote results on this item with Alderperson Jennings' recusal, and City Attorney Schmidt-Lehman confirmed that a vote would still go forward with a majority of members being present.

RESULT:	DEFEATED [0 TO 3]
MOVER:	Scott Crevier, Alderperson
SECONDER:	Casey Nelson, Alderperson
NAYS:	Scott Crevier, Casey Nelson, Michael J. Walsh
ABSTAIN:	Ryan Jennings
EXCUSED:	Larry Lueck

12. Discussion Regarding Status of 2018 Budget Development.

Administrator Delo provided an update on development of the 2018 Budget and stated that department review meetings are completed and work has started on finalizing the Mayor's Executive Budget in a draft form to be distributed to Council. The study session is scheduled on Monday, October 2, and the normal process for approval of the

budget will occur thereafter. Mayor Walsh answered Alderperson Nelson's questions on process and explained Council member options following the study session.

RESULT:	DISCUSSED
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13. Public Comment and announcements.

None.

14. Future agenda items.

None.

15. Adjournment.

Upon Motion of Mayor Walsh, seconded by Alderperson Nelson, the Finance/Personnel Committee unanimously adjourned at 8:33 PM.

Respectfully submitted,
Angela Zills