



CITY OF WAUWATOSA
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BUDGET & FINANCE COMMITTEE MEETING

Tuesday, November 10, 2009

Committee Room #2

PRESENT: Alds. Ewerdt, Organ (8:40), Walsh, Wilke, Berdan, Krol, Jay, Donegan – 8

ALSO PRESENT: J. Archambo, City Admin.; B. Aldana, Human Resources Dir./Asst. City Atty.; R. Braier, Finance Director; W. Wehrley, City Engr.; Fire Chief D. Redman; Asst. Fire Chief, M. Anton; Asst. Fire Chief, M. Carberry; Deputy Fire Chief, S. Erke

Ald. Ewerdt as Chair called the meeting to order at 8:27 p.m.

Approval of Change Order No. 1 for professional services related to Burleigh Street resurfacing project

The committee reviewed a memo from the City Engineer regarding approval for a change order request with Short Elliott Hendrickson, Inc. (SHE) relating to additional design services for the Burleigh Street resurfacing project for an additional amount up to \$16,000.

Mr. Wehrley reported that this project is planned for 2010 with partial construction funding under the American Recovery and Reinvestment Act of 2009 (ARRA). The City is responsible for the design costs. Mr. Wehrley said that the scope of the project has been expanded. They have requested additional design work from our consultant which includes storm sewer design, street lighting replacement design, median closure design, and coordination with the Wisconsin Department of Transportation (WisDOT) for the relocation of their dynamic trail blazer sign.

Moved by Ald. Donegan, seconded by Ald. Krol
to recommend approval of the request for Change
Order No. 1 for professional services related to Burleigh
Street resurfacing project – 7

Proposed contract with ICMA to conduct an organizational review with the Fire Department

The committee reviewed a memo from the Human Resources Director/Assistant City Attorney regarding a proposed contract with International City/County Management Association (ICMA) to conduct an organizational review of the fire department.

The City Administrator reported that the last comprehensive study in the fire department was done about 15 years ago and produced some good results. One of the primary results of this review was to incorporate Quint engines into the department's operations which resulted in significant cost reductions. Mr. Archambo said that this is a good time to do another study because there is the potential for a significant amount of retirements in the near future in the fire departments administrative staff.

Ms. Aldana referred to her memo regarding the recommendation and advantages of using ICMA for this project. She said they are a professional organization with a wide range of expertise. They are a nonprofit local

government and management organization. Members of ICMA's consulting team include both experts in local government public safety, some of which are now affiliated faculty at universities, and experts in data analysis.

Ald. Ewerdt asked if the funding for this project has been budgeted. Mr. Archambo reported that a portion is coming from the 2009 budget and the remainder from the 2010 budget.

Chief Redman said this study came to light when there were discussions regarding the replacement of the retiring Assistant Fire Chief/Marshal. The Chief said he was asked to eliminate that position and he didn't agree with that strategy. Chief Redman said he asked to staff the vacancy and with the rationale that in the next three to five years there would be significant changes in administrative staffing and felt that a broad study would make sense. The Chief said he has a concern that when you hire consultants that they don't get repeat business unless they find things to be fixed. Chief Redman reported that he has confidence in the quality of staff and how the department is run. Mr. Archambo reiterated that he thinks it is a good idea to ensure that all services are run efficiently and effectively as possible.

Ald. Walsh disagreed with the consultant project and said it seems like a fishing expedition to find problems where none exist. He said he is not in favor or pursuing this and questioned why there was only one vendor brought forward. Mr. Archambo noted that this is the exact same resistance that was had 15 years ago when the review was suggested. The City Administrator said that this is not an expedition to find things wrong, to find out you're doing things right is equally important.

Assistant Chief Anton told the committee that there has not been any long term plans to do this study. Clearly the idea came from the debate to fill a command staff position. He said that a study of the entire department on the heels of a large staff turnover might be appropriate to help the next person. He felt confident in what has been developed over the past 13 years. Assistant Chief Anton said he can speak directly to the earlier study and there was a great deal of restraint. He noted that the City has a Chief who is cooperative and has found ways to run the department more efficiently and implemented all the recommendations from the previous study and went beyond that. Chief Redman is honest and forthright and has worked with the parameters the city has imposed over the course of time. He felt that this study could be done in house. He said he was surprised at the amount of money being suggested to fund the survey at the same time the department is being asked to reduce services because of the budget. Assistant Chief Anton suggested a study be done to explore the possibility of consolidating some services with neighboring communities. He said there are opportunities out there to see what resources can be shared and to be forward thinking and proactive.

Ald. Organ present at 8:40 – 8

Moved by Ald. Wilke, seconded by Ald. Berdan
to recommend approval of the request to contract with
International City/County Management Association (ICMA)
to conduct an organizational review with the Fire Department
in the amount of \$58,000 plus travel. Of this amount \$26,350
will come from the 2009 budget and the balance out of the 2010
budget .

Ald. Krol said that he has always been impressed with the city's fire department and the quality of our firefighters. He felt that a consultant's report should be taken as information and not as gospel truth. He said it needs to be done in the right spirit. If there are ways to find better services would be good as well as reinforcing the good work already being done.

Ald. Donegan asked Assistant Chief Anton if he thought the money could be much better spent. Assistant Chief Anton said in the long term greater efficiencies could be achieved with merging agencies. He thought inter-community studies would be a wiser way to spend the funds.

Chief Redman responded to a question that there is value to an independent review and evaluation but at this price tag he doesn't know if the timing is right, when they have been asked to hold the line on spending. He said that if money weren't an issue, it would probably be a good thing to do. The Chief said with the current administrative staff structure which is highly unique and effective, he had a concern that the vendor might have trouble in recognizing the value of this.

Ald. Jay voiced concern over the unknown travel expense cost and suggested that there be a cap put on that.

Ald. Wilke accepted an amendment from Ald. Jay to add a not to exceed amount of \$65,000 with consent of the second.

Vote on the motion, Ayes: 7 Noes: 1 (Walsh)

Proposed dental and health insurance rates for 2010

The committee reviewed a memo from the Human Resources Director/Assistance City Attorney and the Health and Productivity Coordinator regarding proposed dental and health insurance rates for 2010.

Mr. Loy explained the spreadsheet with rates dating back to 2007. He reported that the 2010 rates for the PPO increased slightly and the rates for the HMO plan decreased slightly. He noted that United Healthcare provides the city with internal costs and gives a projection of the liability through the consultant.

Humana dental insurance decreased slightly and the Care Plus plan increased slightly for 2010.

Mr. Loy explained the graph of the City of Wauwatosa's medical trends vs. the medical trend in Wisconsin over the same periods of time. He noted that in the PPO the city broke away from the trend and had a few years of flatness and the HMO plan is the same way.

Ald. Donegan congratulated the Human Resources Department on the downward trend of the city's claims. He asked the committee to look at the employees premium rates and referred them to the website www.hctrends.com, which he said is a well respected site for the Milwaukee area. He noted that the City of Wauwatosa's annual premiums are much greater than the median trends shown on this website survey.

Ald. Donegan commented that employee benefit costs are way too high because of the city's generous benefit package. He said with the upcoming new contract the council will have to address the benefit plan very seriously. Ald. Krol noted that in the last few years the city has been making headway in controlling costs which has produced lower claim costs.

Moved by Ald. Donegan, seconded by Ald. Krol
to recommend approval of the proposed
2010 health and dental rates – Ayes: 8

Memo from the Assistant City Attorney regarding the claim of Karen Larson

The Assistant City Attorney reported on the claim of Karen Larson, 2545 N. 83rd Street, in the amount of \$3,287.90.

In response to a question by Ald. Ewerdt, the Assistant City Attorney commented that there is no indication that a permit was issued for the homeowner to install green posts on the city right of way.

Ms. Aldana said there was no negligence on the part of the city and due to sovereign immunity she recommends denial.

Moved by Ald. Donegan, seconded by Ald. Walsh
to recommend denial of the claim by Karen Larson
in the amount of \$3,287.90 - Ayes: 8

Memo from the Assistant City Attorney regarding the claim of Gloria Lange

The City Attorney reported on the claim of Gloria Lange, 1135 N. Glenview. Ms. Aldana reported that the previous railings were legal and to code. New railings have since been installed.

Ms. Aldana said there was no negligence on the part of the city and due to sovereign immunity she recommends denial.

Moved by Ald. Walsh, seconded by Ald. Donegan
to recommend denial of the claim by Gloria Lange,
1135 N. Glenview Avenue - Ayes: 8

Vouchers

Name	Dept.	Reason and location	Date	Amount
Jean Plass/ Amy Crawford	Comptroller	MSGovern Customer Conference - Nashville, TN	10/20 - 10/24/09	4,267.37
Lynn Kavelaris	Police	2009 Crisis Negotiators Conference - Oshkosh	10/4 - 10/7/09	379.34
Jeanette Kowalik	Health	"The Next Step: Partnership for Change" Seminar - Milwaukee	10/2/09	33.04
Andy Budde	Health	6th Annual Watershed Planning Conference - Madison	10/28/09	87.24
Jeremy Bronner	Police	Technical Crash Investigation II - Ft. McCoy	10/25- 10/29/09	77.10
James Archambo	Administration	ICMA Annual Conference - Montreal, Canada	9/12 - 9/16/09	1,821.41
Ryan Cepican	Police	Gas Launcher Armorer Course - Waukesha	10/28 - 10/29/09	143.00
Abby Pavlik	Police	Street Crimes Seminar - Pewaukee	11/2 - 11/4/09	420.94
Cory Wex	Police	Street Crimes Seminar - Pewaukee	11/2 - 11/4/09	420.84

Moved by Ald. Walsh, seconded by Ald. Jay
that the vouchers be allowed and paid – Ayes: 8

The committee discussed a few of the claims and questioned a couple of the items. The committee had previously asked for changes to be made on the travel form listing the reason for travel. Mr. Archambo said he would look into it and see that it gets taken care of.

Ald. Organ asked where in the budget these travel line items are. Mr. Archambo reported that they are in the department operating budget. In most cases it would be found in the narrative report.

The meeting adjourned at 9:45 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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