

CITIZENS ADVISORY COMMITTEE
CITY HALL, PLANNING/ENGINEERING CONFERENCE ROOM (WEST)
Tuesday, February 4, 2014 at 4:00 PM

MINUTES

Present: Mayor Justin Nickels, Grace Brandl, Robert Elfner, Anthony Mack, Gloria Wallace, June Kramer, Ed Rappe

Absent: Alder Chris Able, Janet Breuer, Gerald Censky, Patricia Chermak, Linda Hunter, Charles Stangel

Guest(s): Ralph Kramer

Minutes: Submitted by Anthony Mack

- I. Meeting called to order at 4:00pm.
- II. Update/Discussion with Mayor Nickels
 - a. Compensation Analysis Due to Act 10
 - i. Half of city employees are not represented by a union.
 - ii. Police and fire personnel are unionized.
 - iii. A quarter of city employees have not received a raise in pay in the past five (5) years.
 - iv. An outside consultant completed an analysis similar to other municipalities in the area.
 - v. It would cost \$150,000 to raise underpaid positions to a comparable pay status.
 - vi. There is \$50,000 in costs for positions being overpaid.
 - vii. There are 250 positions within the city that were analyzed in the study.
 - b. Performance Based Scale – Incentives to Meet and Exceed Expectations
 - i. The Mayor has created overall city wide goals
 - ii. Individual departments set measurable goals to align with overall city goals.
 - c. Granicus – Government Meeting Software
 - i. Will offer transparency of all things pertaining to municipal government.
 - d. Fourth on the Shore will be the same weekend as the Salmon Derby in 2014.
 - e. Board of Mayors in the state believes government should provide a portion of the state surplus to municipalities to fund local maintenance and infrastructure.
 - f. The city is looking to move administrative duties of the Farmer’s Market to outside potential parties.
 - g. Mayor is open to reviewing the downtown snow plowing process to improve.
 - h. Discussion occurred on how the Certificate of Insurance required for all special events is difficult to receive. Mayor informed the group that he would like to consolidate it all to one form.
 - i. Discussion occurred on whether the Fire Department would be able to check for code violations to assist the Building Inspection Department personnel.
 - j. Currently the owners of the Schuette Building are looking to make it a historic building and apply for grants.
 - k. Discussion occurred on the possibility of making Jay St a one way street.
 - l. Status update on the Mirro building is that building two, which is the northeast portion of the building, will be taken down in the near future.
- III. Future Guest Speakers Listing
 - a. Manitowoc Public Library – Cherilyn Stewart, Director
 - b. Lincoln Park Zoo

- c. Wisconsin Maritime Museum – Rolf Johnson, Executive Director
- d. Salvation Army Medical Clinic
- e. Manitowoc Police Department – Body Farm, Drug Issues in Manitowoc
- f. MPSD – Marcia Flaherty, Superintendent
- g. Domestic Violence Center
- h. League of Women Voters – Cathy Cole, President
- i. Big Brothers/Big Sisters of Manitowoc County – Sue Vreeke, President
- j. Autism Society of the Lakeshore – Tracey Edwards, President
- k. Manitowoc County Historical Society – Amy Meyer, Executive Director

IV. Next meeting will be Tuesday, 03.04.2014, beginning at 4:00pm at the City Hall, Planning/Engineering Conference Room (West.)

V. Meeting adjourned at 5:00pm