

**PROCEEDINGS OF THE COMMITTEE OF THE WHOLE MEETING
SUPERIOR, WISCONSIN
Tuesday, November 12, 2019**

The Committee of the Whole Meeting was called to order by Council President Brent Fennessey at 6:00 p.m. in the Government Center, Board Room 201.

PLEDGE OF ALLEGIANCE

ROLL CALL

Present: Dan Olson (via phone), Jenny Van Sickle, Warren Bender, Jack Sweeney, Keith Kern, Tylor Elm, Ruth Ludwig, Craig Sutherland, Brent Fennessey, Esther Dalbec – 10

Also Present: Mayor Paine, City Attorney Prell, City Clerk Kalan

1. Presentation by RW Management Group, Inc. regarding the Organizational and Staffing Study Final Report.

Ed Henschel and Lisa Bergersen of the RW Management Group presented the final report of the Organizational and Staffing Study. Recent staffing requests by various department managers in the City raised questions about current operational efficiency and effectiveness. The Mayor and Council commissioned a citywide organizational study of all departments excluding police and fire. The scope of the project included interviews with elected officials and key staff, assessment of current staffing, training levels, expertise and workloads; review of management structure, along with other staffing and technology comparison with similar municipalities. They highlighted the bullet points of the recommendations including, but not limited to, developing a strategic plan; changing the form of management; conduct regular staff meetings; change title of “Chief of Staff”; review staffing levels of the Assessor’s office and plan for a complete reevaluation; establish a clerical floater; eliminate the Internal Auditor and Assistant Finance Director; streamline the payroll process with updated software; increase staffing in the Human Resources Department; establish a full-time Programs & Events Coordinator within the Parks & Recreation Department.

The Mayor, Council and Staff took exception with several recommendations and a long question/answer period took place. The Mayor advised that he would be meeting with Council President Fennessey to go through the recommendations and assign to the appropriate committees for future discussion.

Meeting adjourned at 7:56 p.m.

Respectfully submitted,
Terri Kalan, City Clerk
Superior, Wisconsin

Approved this 3rd day of December, 2019.

Attest:

Mayor

City Clerk