



136 North Monroe Street  
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**PUBLIC NOTICE OF A COMMITTEE MEETING  
OF THE COMMON COUNCIL OF THE CITY OF WATERLOO**

Pursuant to Section 19.84 Wisconsin Statutes, notice is hereby given to the public & news media, that the following meeting will be held:

**COMMITTEE:** PUBLIC WORKS & PROPERTY COMMITTEE  
**DATE:** April 16, 2020  
**TIME:** 5:30 p.m. – 6:00 p.m.  
**LOCATION:** Municipal Building Council Chambers, 136 N. Monroe Street -- remote audio participation available to the public and participants via Zoom Meeting (by phone or online)

**Join WebEx Meeting**

Meeting link:  
<https://attccasptrial2.webex.com/attccasptrial2/j.php?MTID=mafee7150655f1a7da31e6e1ceaa9fd8c>  
Meeting number:  
264 084 746  
Password:  
T2EtJ8iy3MW (82385849 from phones)  
Host key:  
409817  
  
Join by phone  
1-844-531-0958 United States of America Toll Free  
+1-669-234-1178 United States of America Toll  
Access code: 264 084 746

1. CALL TO ORDER AND ROLL CALL
2. APPROVAL OF MEETING MINUTES: March 5, 2020
3. CITIZEN INPUT / PUBLIC COMMENT
4. 2019-2020 PROJECT/PROGRAM UPDATES
5. NEW BUSINESS
  - a. Establishing DPW Summer Service Hours
6. FUTURE AGENDA ITEMS AND ANNOUNCEMENTS
  - a. Review Of Future Committee Calendar Items
  - b. Mayor's Tree Policy Research Relating To Tree Removal In Public Right-Of-Way And Private Access To Wood
  - c. Identify Grant Application Opportunities / Follow-up
  - d. Policy Review – Removal Of Sidewalk Snow On Dead-end Street
7. ADJOURNMENT

*Mo Hansen*

Mo Hansen  
Clerk/Treasurer

\*\*\* Also on Council Agenda. See Council materials for documentation.

Committee Members: Petts, Schoenwetter and Rhynes

posted, e-mailed & distributed: 04/09/2020

PLEASE NOTE: IT IS POSSIBLE THAT MEMBERS OF AND POSSIBLY A QUORUM OF MEMBERS OF OTHER GOVERNMENTAL BODIES OF THE MUNICIPALITY MAY BE IN ATTENDANCE AT THE ABOVE MEETING(S) TO GATHER INFORMATION. NO ACTION WILL BE TAKEN BY ANY GOVERNMENTAL BODY OTHER THAN THAT SPECIFICALLY NOTICED. ALSO, UPON REASONABLE NOTICE, EFFORTS WILL BE MADE TO ACCOMMODATE THE NEEDS OF DISABLED INDIVIDUALS THROUGH APPROPRIATE AIDS AND SERVICES. FOR ADDITIONAL INFORMATION OR TO REQUEST SUCH SERVICES PLEASE CONTACT THE CLERK'S OFFICE AT THE ABOVE LOCATION.

## Mo Hansen

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**From:** Jeni Quimby  
**Sent:** Monday, March 30, 2020 2:42 PM  
**To:** Mo Hansen  
**Cc:** jeanette.petts@yahoo.com; Tim Thomas; Chad Yerges  
**Subject:** Fwd: Summer hours

Please see Chad' information below Regarding summer hours for the DPW and add this as the agenda item for Thursday.

This is something the department has done for approximately 8 years. It's needs approval annually by the PW's committee and sent to Finance/Personnel for final approval.

Over the years I've heard people in favor of and against this practice. I personally don't have a problem with 'summer hours' but I do have an issue with it being as long as 28 weeks in the past, which I've shared already with Chad.

There isn't a lot I could find on surrounding communities at this time, but I did find Green Bay has summer hours in their handbook, which consists of 4/10's or 4/9hrs with 4hour Friday's from Memorial Day to Labor Day.

I have mentioned to Chad that May 4th to October 2nd is the max I'd like to see which is still 21 weeks, but you are free to choose any where in between, along with no Friday or half day Friday coverage. Green Bay for example has a much larger department than our 4, so rotating coverage for them allows for 5 day coverage with ample Friday's off for each of them.

Please let me know if you have any questions, otherwise I will be in the council chambers on Thursday for your phone meeting. I don't know if I can get access to the wage comparison sheet I created from my iPad here, but if you want it, I can go to city hall and email you a copy.

Thank you!

Jenifer Quimby, Mayor Waterloo  
Sent from my iPad

Begin forwarded message:

**From:** Chad Yerges <[dpw@waterloowi.us](mailto:dpw@waterloowi.us)>  
**Date:** March 30, 2020 at 7:15:45 AM CDT  
**To:** Jeni Quimby <[mayor@waterloowi.us](mailto:mayor@waterloowi.us)>  
**Subject:** Summer hours

Jeni

After getting off the phone with you, we had a discussion with some of the DPW workers. I wanted to put this in writing so you had our reasons to stay at 4-10 hour days:

1. Took away 8 hours of on-call work each week
  - a. Made it 4-10's, then we agreed to make on-call volunteer unless that individual was called into work for a job.
2. We hired 2 employees since doing this, and each employee took the job knowing that we had the 4-10 hour days.

- a. They took less pay to come work here over going somewhere else where they could have made \$4-\$5 more/hour.
  - i. This was a bonus benefit to them to work at a cheaper wage.
  - ii. One is a farmer and this allows him not to have to take more days off to get the things done he needs to do.
    1. This allows us in turn to keep a full staff during those 4-10's and complete more projects.
  - iii. This allows our employees to supplement their income on these days as well if they so choose with making \$4-\$5 less an hour.
3. Adding a 5<sup>th</sup> day, adds an extra day of utilities and expenses that are not used on the 4-10 hour day.
4. The benefit of having a 3 day weekend with us having lower wages, keeps these employees here.
  - a. Having to apply somewhere else, knowing you would lose that extra day off is bigger than what anyone would think.
  - b. It allows these employees to make appointments on these days and allowing us to have a full work staff during our hours of operation.
  - c. This allows employees an extra day to rejuvenate and has shown to reduce stress and fatigue with the given extra day.
5. Adding back to the lesser than 4-10 hour days, we would need to add back the on-call pay of 8 hours each weekend for one employee.
6. The DPW needs to operate at full staff 40 hours a week when possible. Other than vacation time and sick leave.
7. So the way I see the solution is to leave the DPW operate as it has been for the last 8 yrs. And start summer hrs. around the first week of May and ending the last week of September 4 man crew 4 -10 hr. days  
Monday thru Thursday.
8. The DPW did not budget \$ 10,000 for the pay on call.

Chad Yerges  
City of Waterloo – DPW Director  
211 Hendricks Street  
Waterloo, WI 53594

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