

**CITY OF SPARTA**  
**FINANCE AGENDA**  
**December 5, 2018**

**CITY HALL**

**6:00 p.m.**

- 1. Call Meeting to Order**
- 2. Consent Agenda: Consisting of minutes of the regular meeting on November 7, 2018**
- 3. Consideration of Re-Establishing the Position of a 2<sup>nd</sup> Lieutenant at Police Department**
- 4. Consideration of Assessor's Contract**
- 5. Budget review/update**
- 6. Motion by roll call vote to go into CLOSED SESSION Per Wis. Stats. 19.85 (1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. Re: Police Department**
- 7. CLOSED SESSION Per Wis. Stats 19.85 (1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Re: Police Lieutenant Wages**
- 8. Motion by roll call vote to go back into OPEN SESSION**
- 9. Consideration of Wages for Police Lieutenant**
- 10. Items for Future Consideration**
- 11. Adjourn**

A possible quorum of the Common Council may be in attendance at this meeting but no action will be taken by the Council.

Posted: 12-3-18

**CITY OF SPARTA**  
**FINANCE MINUTES**  
**November 7, 2018**

**PRESENT:** Josh Lydon, Kevin Riley, Norm Stanek

**ABSENT:** None

**ALSO PRESENT:** Mark Sund, Todd Fahning, Dave Kuderer, Kevin Brueggeman

Kevin Riley called the meeting to order at 6:06 p.m.

**A motion was made by Josh Lydon and seconded by Norm Stanek to approve the Consent Agenda consisting of the minutes of the budget meeting on October 2, 2018 and regular/budget meeting of October 3, 2018. Motion carried 3-0.**

Mark gave a brief update on the 2019 budget. He reduced infrastructure by \$25,000 and increased the amount being put aside for the equipment replacement fund. There were just minor adjustments done at this point.

Alderman Lukasek had asked Mark to look into what surrounding areas were paying their council members and the mayor. We are right in line with surrounding areas so we will not increase or decrease their pay.

**A motion was made by Norm Stanek and seconded by Josh Lydon to go into closed session at 6:23 p.m. per Wis. Stats. 19.85(1)(e) deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. Re: Land in South Pointe Business Park. Motion carried 3-0.**

**A motion was made by Josh Lydon and seconded by Norm Stanek to go back into open session at 6:36 p.m. Motion carried 3-0.**

The only item for future consideration was in 2020 there will be a full assessment of the city residences done by a firm that we will hire.

**A motion was made by Josh Lydon and seconded by Norm Stanek to adjourn at 6:38. Motion carried 3-0.**

Respectfully submitted,

Julie Hanson  
City Clerk



# Sparta Police Department

David Kuderer  
Chief of Police

121 E. Oak Street  
Sparta, WI 54656

Fax (608) 269-2156  
Phone (608) 269-3122  
[www.spartawisconsin.org](http://www.spartawisconsin.org)



11/29/18

Sparta Finance Committee Members  
201 West Oak Street  
Sparta, WI. 54656

Ref: re-establishing an old position

Dear Committee Members,

I am asking that the position of 2<sup>nd</sup> Lieutenant be re-established for the police department by using the vacant patrol position that I currently have at the police station.

The 2<sup>nd</sup> Lieutenant position was eliminated in 2014, when Lt. David Livingston left the department. Chief Kass left the department a few months later. The vacant 2<sup>nd</sup> Lieutenant position was used to create a fourth Sergeant position, which was needed to cover patrol supervision.

The department has grown in the last 4 years and so has the Sparta community. A lot of new technology has also been added to improve the police department but all this new technology needs to be managed by an administrative supervisor. There is a major change happening this next year in the police departments Records Management System. This change will greatly improve the efficiency of the department but this change is a yearlong process and also has to be managed by an administrative supervisor.

I feel that re-establishing the 2<sup>nd</sup> Lieutenant position is highly more important than filling the vacant patrol position right now. The 2<sup>nd</sup> Lieutenant position is a salary based position, with no overtime. Myself and Lt. Nottestad are also salary based with no overtime and are current work week averages 50 hours plus. The department does need three administration supervisors.

**Cost breakdown:**

Chief currently makes \$85,351

Lt. Nottestad currently makes \$66,664 (2<sup>nd</sup> in command for the Department)

2<sup>nd</sup> Lieutenant suggested starting pay (\$65,000)

Sergeants currently make \$58,780 (not including new contract)

Starting patrol Officer currently makes \$49,004 (not including new contract)

2<sup>nd</sup> Lt. 65,000

Starting patrol 49,004 (already budgeted)

Difference is **15,996** (extra cost to city in wages)

In 2017 the Sergeant's total average wage was \$65,808 with overtime; this is more than what is being proposed as a starting wage for a 2<sup>nd</sup> Lieutenant. A Sergeant may have to take a pay cut to take the 2<sup>nd</sup> Lieutenant position.

Just for information I have attached a wage study of 20 cities similar in size to Sparta from 2017 for Chief's & 2<sup>nd</sup> in command.

You will notice that the average chief's wage is \$92,017.83 and the average wage for a 2<sup>nd</sup> in command is \$79,357.75.

I do want to say that I think Lt. Nottestad is under paid based on everything she does for the department and the community. Her wage should be around \$72,000 but that is not what this letter is about.

I respectfully ask that you allow me to fill the patrol vacancy with a 2<sup>nd</sup> Lieutenant.

Sincerely,



David Kuderer  
Chief of Police

	AGENCY	POPULATION	CHIEF	2 <sup>ND</sup> IN COMMAND
1	Baraboo	12,048	92,019	82,098
2	Brown Deer	12,000	112,000	97,913
3	Cedarburg	11,530	103,646	93,121
4	Marinette	11,000	87,922	75,000
5	Monroe	10,800	86,656	70,620
6	Oregon	10,000	101,000	N/A
7	Port Washington	11,500	97,500	93,605
8	Portage	10,251	89,000	68,640
9	Waterford	11,800	80,080	72,937
10	Waupon	11,340	83,500	79,225

	AGENCY	POPULATION	CHIEF	2 <sup>ND</sup> IN COMMAND
1	Antigo	8,324	96,077	73,000
2	Ashland	8,500	71,876	61,174
3	Deforest	9,300	93,300	81,307
4	Hartland	9,205	99,756	92,730
5	Holmen	9,500	82,384	77,438
6	New Richmond	8,807	96,000	79,144
7	Tomah	9,200	85,225	72,132 (+OT)
8	McFarland	8,100	99,500	N/A
9	Reedsburg	9,500	95,500	83,951
10	Rice Lake	8,434	87,256	74,776

Average Chief: \$92,017.83

Average 2<sup>nd</sup> in Command: \$79,357.75

\*\* Used 10 agencies closest in population – higher and lower (self-reported), removed highest and lowest paid when determining averages. Wages only current through 2017.