



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org



17-0708

June 20th, 2017

VETO

TO: Council President Scott McMeans
Members of the Common Council

FROM: Mayor Justin M. Nickels

SUBJECT: Resolution 2017-0633

Dear Council President McMeans and Members of the Common Council,

Please allow me to provide the Common Council with this written communication vetoing the Common Council's action on Resolution 2017-0633 which pertains to hiring an additional operator at the Wastewater Treatment Facility (WWTF). This resolution was adopted by your body on June 19th, 2017 by a 7-1 affirmative vote (Alders Sitkiewitz and Soeldner were absent, Alderman Czekala voting in the dissent).

I am vetoing this resolution for the following reasons:

- I do not believe we should be increasing staffing levels mid-year with positions that were not thoroughly vetted during the annual budget process. I believe it is unfair to other departments for the WWTF to receive singular treatment. I understand these funds are not general fund dollars; however, the WWTF operates under similar personnel policies, hiring policies, and many other policies. Many departments wish to be back to the levels they were at prior to 2012 (as the resolution states).
 - We are creating an internal team to review all requests for additional staffing for the 2018 budget. Each position will be ranked and justified. I believe this operator position can wait to be vetted with the other positions. The 2018 budget process begins in July.
- Less overtime was used as a justification for cost savings. Here are the overtime numbers since 2015:
 - 2015: Budgeted: \$15,000 | Actual: \$4,494.27
 - 2016: Budgeted: \$15,000 | Actual: \$10,059.36
 - 2017: Budgeted: \$15,000 | Actual (to date): \$4,377



As you can see, the overtime budget is not colossal in the department and it has not exceeded its budgeted amount with the current staffing. There will be very little cost savings in overtime, if any, by adding an additional employee at this time.

- Savings from the personnel line was used as a justification to increase staffing and to be able to do so "within budget". This is accurate for 2017 due to vacancies and we are estimating around \$100,000 will not be utilized due to this (estimated 2017 year-end). However, the 2017 budget did not account for an additional position at \$56,360 - \$65,188 annually (as stated in the resolution as "a deviation from the 2017 Mayor's adopted Executive Budget). If we hired someone on July 1st, 2017, the personnel budget would have sufficient funds to pay for the additional position – that is correct. However, we would be creating an unfunded liability for 2018 and the personnel budget would need to increase by \$56,360 - \$65,188 in the 2018 budget to accommodate this additional position. We do not know how the 2018 budget will look yet. Increasing the 2018 budget in mid-2017 is not responsible in my opinion.


I would be more than happy to address my concerns in greater detail about increasing staffing at the WWTF mid-budget. We can have the conversation of increased staffing in less than 2 months in preparation of the 2018 budget.

Please contact me anytime if you wish to discuss this further.

Sincerely,

6/20/17

Date


Justin M. Nickels – Mayor
City of Manitowoc

CC: Deborah Neuser, City Clerk (official record)
Mike Jaeger, Wastewater Treatment Facility Superintendent
Jessie Lillibridge, Human Resources Director