



PUBLIC NOTICE

Administration and Personnel Meeting

Thursday, October 01, 2026 at 5:30 PM

City Hall Council Chambers, 410 E Leffler St, Dodgeville,

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AGENDA

I. CALL TO ORDER AND ROLL CALL

II. APPROVAL OF MINUTES

1. Approval of minutes from September 3, 2026

III. OLD BUSINESS

2. Review, discussion, and possible action regarding the City of Dodgeville organizational chart, including organizational structure, reporting relationships, roles, and responsibilities

IV. NEW BUSINESS

3. Discussion and possible action to provide retention monies for the seven current non-probationary Police Officers and the Police Lieutenant in lieu of Police Chief increase.
4. Discussion and possible action to add 2 more full-time positions for assistant chief and training person.
5. Discussion and possible action on moving casual EMS positions to part-time.
6. Discussion regarding the challenges facing EMS services in the county and what a county-based system could look like.

V. CLOSED SESSION - Pursuant to Wis. Stat. Sec. 19.85 (1)(c) for employment, promotion, compensation, or performance evaluation data of any City employee, for the purpose of:

7. Adjourn to Closed Session - Pursuant to Wis. Stat. Sec. 19.85(1)(c) for employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility for the purpose of:
Discussion of performance and compensation for streets foreman.

VI. OPEN SESSION

8. Reconvene to Open Session
9. Any Action Needed as a Result of Closed Session

VII. ADJOURN

10. Motion to Adjourn

Any person who has a qualifying disability, as defined by the Americans with Disabilities Act, that requires the meeting or material at the meeting to be in an accessible location or format, must contact the City

Clerk at the address listed above or call 930-5228, prior to the meeting so that any necessary arrangements can be made to accommodate each request.

MINUTES

Administration and Personnel Meeting
Thursday, September 03, 2026 at 6:00PM
City Hall Council Chambers, 410 E Leffler Street,
Dodgeville, WI

I. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 6pm by Chair Jerry Johnson. Members present: Jerry Johnson, Roxanne Reynolds-Lair, Shaun Sersch. Members absent: Tom DeVoss (excused)

Others present: Brandon Wilhelm (Dodgeville Police Chief), Eric Hagen (City Attorney), Barry Hottmann (Mayor)

II. APPROVAL OF MINUTES

1. Approval of the minutes from April 27, 2026
 Motion by Reynolds-Lair, second by Sersch to approve minutes from April 27, 2026. Voice vote 3-0. Motion carried.

III. OLD BUSINESS**IV. NEW BUSINESS**

2. Discussion of Dodgeville Police Department hiring process
 This was a discussion only topic. No action was taken.
3. Discussion and possible action regarding outsourcing or contracting for Human Resources services and functions for the City of Dodgeville
 Motion by Reynolds-Lair, second by Sersch to move forward with a new HR consultant (Jennifer Mead). Voice vote 3-0. Motion carried
4. Review, discussion, and possible action regarding the City of Dodgeville organizational chart, including organization structure, reporting relationships, roles, and responsibilities
 This was a discussion only topic. No action was taken.
5. Review, discussion, and possible recommendation regarding employee benefit costs and employer/employee cost-sharing for the 2027 budget year
 Motion by Johnson, second by Reynolds-Lair to move the review, discussion and possible recommendation regarding employee benefit costs and employer/employee cost-sharing for the 2027 budget year after the discussion of Dodgeville Police Department hiring process.
 After the placement of this item had been moved, this was a discussion only topic. No action was taken.
6. Review, discussion, and possible recommendation regarding a 2027 cost-of-living adjustment (COLA) for City employees
 This was a discussion only topic. No action was taken.

- V. CLOSED SESSION** - Pursuant to Wis. Stat. Sec. 1985(1)(c) for employment, promotion, compensation, or performance evaluation data of any City employee, for the purpose of:

- 7. Adjourn to Closed Session – Pursuant to Wis. Stat. Sec. 19.85(1)(c) for employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility for the purpose of: Discussion of performance and compensation for parks and recreation director, parks and cemetery foreman, and streets foreman.
Motion by Sersch, second by Reynolds-Lair to adjourn to Closed Session. Roll call vote 3-0. Motion carried.

VI. OPEN SESSION

- 8. Reconvene to Open Session
The committee did not reconvene to open session, so no motion was made
- 9. Any Action Needed as a Result of Closed Session
The committee did not reconvene to open session, so no action was needed as a result of Closed Session

VII. ADJOURN

- 10. Motion to Adjourn
Motion by Sersch, second by Reynolds-Lair to adjourn. Voice vote 3-0. Motion carried.
Time: 7:30pm

DODGEVILLE POLICE DEPARTMENT

Section IV. Item #3.

111 W. Merrimac
Dodgeville, WI 53533

Telephone: 608-935-3238
Fax: 608-935-9655

Chief of Police Brandon Wilhelm

September 29th, 2026

City of Dodgeville Finance Committee
100 E. Fountain St. Dodgeville, WI 53533

Subject: Chief of Police Compensation and Officer Retention Funding

Dear Members of the Finance Committee:

Similar to my request for the 2026 budget year, I am writing to formally request that the Chief of Police position receive a zero percent pay increase for the 2027 budget year pursuant to the cost-of-living increase being considered for City employees.

I believe my current compensation is fair and adequate, and I am comfortable foregoing the standard cost-of-living adjustment. I strongly believe that, given the City's current financial priorities, additional compensation resources should be focused on our frontline and operational staff. Continued investment in these employees is essential to attracting and retaining the talented individuals who provide the services our community depends upon.

While I am willing to forgo a cost-of-living increase, I do believe compensation should, when appropriate, reflect performance and responsibilities. Therefore, should the City determine through a formal performance review that an adjustment to my compensation is warranted based upon performance and measurable contributions, I would be supportive of considering such an increase.

Additionally, as part of our effort to recruit certified police officers to fill a vacant position in 2026, the Common Council and Finance Committee approved a hiring incentive of up to \$7,500. While I believe this incentive may be a valuable recruitment tool in future hiring processes, it unfortunately has not been utilized during the current hiring process, as there are no certified applicants presently in the process. As a result, the City will not utilize these funds for recruitment during 2026. I am therefore proposing that the \$7,500 originally designated for the hiring incentive be redirected toward retention of our current sworn personnel. Specifically, I would recommend that these funds be distributed among the seven current non-probationary Police Officers and the Police Lieutenant, while excluding the Chief of Police.

This would provide approximately \$937.50 per eligible employee. I believe this represents a meaningful investment in the employees who are currently serving the community and recognizes the importance of retaining personnel in whom the City has already invested substantial time, training, and resources.

Recruitment and retention are closely connected. While incentives can assist us in attracting qualified candidates, retaining experienced personnel is equally important. Maintaining a stable

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and experienced workforce reduces turnover, preserves institutional knowledge, and helps ensure that we continue providing the level of service our community expects.

I respectfully ask the Finance Committee to consider both of these requests as part of the 2027 budget process. I believe these proposals demonstrate a responsible approach to compensation while prioritizing the employees who are directly responsible for delivering essential services to the residents of Dodgeville.

Thank you for your continued dedication to the City of Dodgeville. Your voluntary service, thoughtful consideration, and commitment to our community are sincerely appreciated.

Chief of Police

Brandon E. Wilhelm

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