



MINUTES OF THE PERSONNEL COMMITTEE

**TUESDAY, JULY 10, 2018, 4:30 PM
CITY HALL, ROOM 207**

Immediately following Finance which begins at 4:30 p.m.

A. ROLL CALL.

I. Members: Ald. Bill Galvin, Chair, Ald. Kathy Lefebvre, Vice Chair, Ald. Barbara Dorff, Ald. Veronica Corpus-Dax

Others present: Ald. Steuer, Ald. Johnson, Finance Director Diana Ellenbecker, City Clerk Kris Teske, Police Chief Andrew Smith, Commander Paul Ebel, Assistant Community Development Director Cheryl Renier-Wigg, Chief of Staff Celestine Jeffreys, HR Director Joe Faulds, HR Operations Manager Melanie Falk and others.

B. APPROVAL OF THE AGENDA.

Moved by Alderperson Barbara Dorff, seconded by Alderperson Kathy Lefebvre to approve the agenda. Motion carried.

Yes- None, No- None, Abstain- None

C. APPROVAL OF MINUTES.

I. Approval of the minutes from June 26, 2018.

Moved by Alderperson Veronica Corpus-Dax, seconded by Alderperson Kathy Lefebvre to approve. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

D. REGULAR BUSINESS.

1. Consideration with possible action on request from the Police Department to fill two (2) Lieutenant positions with two (2) Patrol Sergeant positions and all subsequent vacancies resulting from internal transfers.

Moved by Alderperson Barbara Dorff, seconded by Alderperson Kathy Lefebvre to approve the request as amended and fill one (1) Lieutenant position with (1) Patrol Sergeant position and all subsequent vacancies resulting from internal transfers. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

2. Consideration with possible action to amend the Public Arts Coordinator position from a limited term employee to a permanent part time employee (.75 FTE).

Moved by Alderperson Barbara Dorff, seconded by Alderperson Veronica Corpus-Dax to approve. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

3. Consideration with possible action on request to reclassify the hourly position of Deputy City Clerk (Pay Grade G) to a salaried Deputy City Clerk position (Pay Grade H) at a projected annual cost of \$5,777, and to fill the position and all subsequent vacancies resulting from internal transfers.

Moved by Alderperson Kathy Lefebvre, seconded by Alderperson Veronica Corpus-Dax to approve. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

4. Consideration with possible action on request by Ald. Wery to explore options to restore an assistant to the City Council position (full time, part-time, intern, etc.)

Moved by Alderperson Kathy Lefebvre, seconded by Alderperson Bill Galvin to refer to staff to study and to contact Ald. Wery for additional information regarding his request. Motion denied.

Yes- Bill Galvin, Kathy Lefebvre, No- Barbara Dorff, Veronica Corpus-Dax, Abstain- None

5. Consideration with possible action on request by Ald. Dorff to approve a salary increase for the position of Mayor effective following the 2019 Mayoral election. The Mayor's salary will be increased annually based on any general increase provided to general municipal employees on the date the increase is provided.

Increase by \$11,000 on May 1, 2019 for an annual salary of \$93,535.

Increase by \$11,000 on May 1, 2020 for an annual salary of \$104,535.

Increase by \$11,000 on May 1, 2021 for an annual salary of \$115,535.

Increase by \$11,000 on May 1, 2022 for an annual salary of \$126,535.

Moved by Alderperson Barbara Dorff, seconded by Alderperson Kathy Lefebvre to open the floor for discussion. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

Bronson Smith of 1525 Smith Street, Green Bay, spoke against the \$11,000 per year increases. Moved by Alderperson Barbara Dorff, seconded by Alderperson Kathy Lefebvre to close the floor for discussion. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

Moved by Alderperson Barbara Dorff, seconded by Alderperson Kathy Lefebvre to approve as amended the request to increase the Mayor's salary over the next four (4) years to \$94,863 in equal increments and that the Mayor's salary will be increased annually based on any general increase provided to general municipal employees on the date the increase is provided. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

6. Consideration with possible action on request by Ald. Johnson to create an orientation/onboarding program for new alders that could also serve as a refresher for existing reelected alders. Items to consider for inclusion: rules on gifts, code of conduct, rules on walking quorums, presentation by department heads, role plan for most common requests of alders, etc.

Moved by Alderperson Bill Galvin, seconded by Alderperson Kathy Lefebvre to have the HR Director prepare an orientation program for alderpersons and to solicit topic items from alders and department heads. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

7. Consideration with possible action to add a second parking permit to the alderpersons' benefit package.

Moved by Alderperson Barbara Dorff, seconded by Alderperson Bill Galvin to deny Alderperson Wery's request. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, No- None, Abstain- Kathy Lefebvre

E. INFORMATIONAL.

1. Report of routine personnel actions for regular employees.

Moved by Alderperson Veronica Corpus-Dax, seconded by Alderperson Barbara Dorff to receive and place on file. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

2. Next meeting date: August 14, 2018.

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

Moved by Alderperson Veronica Corpus-Dax, seconded by Alderperson Barbara Dorff to adjourn the meeting. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

VERBATIM MINUTES

- Personnel Committee rolling here. Let's start out with the roll call. Present is Alder Bill Galvin.
- Alder Dorff present.
- Alder Corpus-Dax present.
- Alder Kathy Lefebvre present.
- Everyone is here we're calling for. Can I get a motion on approval?
- Move to approve the agenda.
- Second.
- Motion by Alder Dorff, seconded by Alder Lefebvre to approve the agenda. All in favor?
- [Attendees] Aye.
- Any opposed? That passes unanimously. And I'll entertain a motion on the minutes.
- Move to approve.
- Second.
- motion to approve by Alder Corpus-Dax, and seconded by Alder Lefebvre. All in favor.
- [Attendees] Aye.
- Any opposed? And that passes unanimously.
- Can you hold one second?
- Sure.
- Thank you.
- It was the approval of the agenda.

- And the minutes.
- The minutes we
- Okay, got you.
- We're all set. All right, we'll get down on our regular business. D I, consideration with possible action of a request from the police department to fill two lieutenants positions with two patrol sergeant positions and all subsequent vacancies resulting from internal transfers. Staff.
- So you do have the memo here, packets, and one piece of information I learned today is that looking at one of the lieutenants, it was Lieutenant Wesley. We initially hired four sergeants in April, and what the thought was we hired four in April because Lieutenant Wesley was gonna be retiring in the summer. Then I accidentally included Lieutenant Wesley in the additional vacancy going forward, so really we have room for one sergeant at this time. I will say though that the police department, well, I'll back up. So I think a proper motion would be just to amend it to one lieutenant for one sergeant, but I think at the next meeting the police department would like to come forward and talk about some overtime issues that they've had, and that two sergeants being hired could help reduce that cost. But we'd like to give them time to talk to the finance department to make sure that's put in place first.
- So if I understand this correctly, when we created the four sergeants positions, we were anticipating four lieutenants leaving.
- So we have one captain vacancy. We had two lieutenant vacancies at the time.
- And we were anticipating Lieutenant Wesley leaving.
- And that was four, yeah.
- But we're gonna promote two sergeants, aren't we?
- No, we have amend it right now.
- Yeah, so the request was to promote two sergeants because we included Lieutenant Wesley as one of the vacancies going forward, but we already included him in April.
- Yeah, so what I'm trying to say is we've already promoted a sergeant to replace his lieutenant's position.
- That's correct.
- And so now this other lieutenant that's leaving or anticipating to leave, so we just need to have one sergeant.
- That's correct, yes.
- I'll rephrase the motion then.
- Is there anyone else that wants to speak on this?
- No, I anticipate this lieutenant leaving by the end of the month. The 29th should be his last day, and that's been confirmed by his new employer, and so we're moving forward with that. I do think we would be saving money. I think we'll come back with the numbers for that that'll show that an additional sergeant will save us

money in supervisory overtime in the field. We've been spending about \$30,000 a year for the past couple of years, and I think if we can make an additional sergeant in the field, that'll help alleviate some of that.

- But we won't be meeting again until August.

- Right, so if with your permission, we'll make the first sergeant to fill the impending vacancy for the lieutenant, not Dave Wesley, the other one. And then we'll make another one, we'll hit you up again next one.

- Okay, all right.

- And I think just to add to his, I think the past couple of months, or excuse me, past couple of years were about \$8,000 to \$9,000 in overtime, and then this year is approaching \$30,000, but we'd like to get our finance department the numbers with the police department before we come back in August. That's all we're asking for.

- And this is supervisor only overtime, \$30,000.

- Correct. That's only for the first half of the year.

- First half. And what's our current staffing level? How many actual boots do we have on the ground right now? One?

- One eighty-one.

- One eighty-one, and what are we supposed to have?

- Authorized 194.

- So we're down 13 officers. Officer supervisors or just officers?

- Thirteen total personnel. We'll be down one lieutenant the end of this month, but the rest of them are all police officers.

- How did we end up 13 short? I thought there was supposed to be a batch of hiring in early spring or late winter, and then early spring and then I thought again.

- As you know, we're mandated to keep a certain number of vacancies per year so that we meet our budget requirements, but we've had some difficulty filling some spots and we've lost a couple of others. Another officer resigned recently, so we've been losing them as quick as we can. We've got one in the academy that just got hired on and just started the academy. We've got another one we're looking to make an offer on over there. We had two come into the Police and Fire Commission this afternoon. We're looking to do another test in August to see if we can build up that pool, but it's a struggle to fill those spots, no doubt about it.

- How many officers do we have on light duty right now?

- I'm sorry, just interrupt, if either to Chief Smith or can come to podium.

- Sure, sorry.

- How many officers do we have on light duty right now?

- We had 10. Pauline will know the exact number right now. We were up to 10 officers on light duty. I think one or two have come back, so I would guess right about eight.

- Five.

- Five on duty and two are

- In essence we've got an entire shift gone. And I think if you remember, during budget time I was pushing hard that we hire those people right away and not, I've never liked this idea when I was on the department. I understand that we anticipate there's gonna be personnel missing, and so we build that into our budget as a savings, but to me that's not honest budgeting. You might as well just say our staffing level's gonna be 190 or 187. Especially with service-related organizations like the fire department and the police department, we should be striving to be, in my opinion, at 100% all the time. These 18 officers, if we had them right now, could be out doing so many things that we're hearing in complaints from the neighbors. And I understand we're between a rock and a hard place now, and there's nothing we can do about it.

- Right.

- But going forward, coming budget time I would certainly like to see these departments that provide these services that we have to fulfill, and you got people waiting for responses by police, that's not right. And I mean the same thing goes in I believe with DPW and some of the other groups here in the city, and using these vacancies as a means of saving on the budget, and I know you don't do the budget, it doesn't come out of you, but this is just something I'm venting on, and I'd like to see the department heads push harder to fill these vacancies sooner, faster, so that we're at as close to 100% as much as possible. Thank you. Kathy.

- I concur with that because I think yeah, we need those people, the fire department and the police department. And also I think I've been so busy at the council I'm gonna make a request that we hire more CSIs. We're down to, what was it, three?

- Down to three CSIs. We've got a couple more in the hopper. I had to reject bunch that applied because of whatever background reason they couldn't make it, but we have a couple more that we're hoping to hire shortly.

- Yeah, because CSIs too can also help.

- Yeah, because I mean to have an officer come for some more smaller petty thing, it doesn't make sense.

- Agreed, okay. That's all I have.

- I'll rephrase the motion then. I move that we allow the police department to fill one lieutenant position with one patrol sergeant position and all subsequent vacancies resulting from internal transfers.

- Second.

- Okay, motion by Alder Dorff, seconded by Alder Lefebvre. All in favor?

- [Attendees] Aye.

- Any opposed? That passes unanimously. Item D2. Consideration with possible action to amend the Public Arts Coordinator position from a limited term employee to a permanent part-time employee at .75 three-quarter time jobs.

- Yeah.

- Staff?

- We have Cheryl Renier-Wigg here to speak on that position.

- Hi, thank you. First of all, I wanna clarify at the last council meeting we had talked about the CSIs in conjunction with the funding for this position. We do have three CSIs right now, as the Chief just stated. They are being funded right now with block grant, but that funding will stop at the end of this year. The chief was going to put the CSIs into his budget entirely. One of the things we're looking at is kind of changing that CSI program into a cadet-type program.

- At one time there was a cadet, we lose a lot of time. Am I digressing too much?

- No it's related to this position.

- At one time we hired people that wanted to be police officers. It was called the Cadet Program. I don't care what you call it, but they did was though thought they were vetted at a much higher level than the current CSIs are. They were trained in all facets of the department and how it operated. They were at will employees, so if you found someone that was a stinker, you could get rid of him before he was sworn in and became a bigger problem. At the same time, we lose a lot of time training officers how to be Green Bay police officers. If they were cadets first, we would save a lot of time on that training because once even they're hired and sworn in, they spend I believe there's a field training program that they go through. An officer and a senior officer trains them and then evaluates them on every call. If they have problems, they try to correct it, and if they don't just work out, then they also leave the service. And we would save a lot of time on that training and be able to get them on the road sooner to be out working within our city.

- Is there a difference in what they, there's some pay, right?

- There would probably be some pay difference because currently the CSIs make \$10 an hour.

- Yeah.

- Eleven-fifty.- And they get no benefits. They don't work full-time, and it's very hard for me to tell a kid who just got outta college with loans we're gonna work you 29 hours a week or whatever it is. That's why we lose some really good candidates.

- Right, right.

- So if they're full-time, and we have a full time cadet program, they'd be working probably anticipated upwards of all three shifts handling a lot of stuff that the officers don't necessarily need to handle. They could be out in our parks. They could be at special events. There's so much they used to do and can do for us while not paying an officer's wage.

- Yeah.

- So it's something I've been talking with the chief. They're trying to put a program together with some cost and things like that.

- Yeah, makes more sense.

- Yeah, so.

- Alder Steuer?

- Alder Gelman. It's a good point to bring up, but I was wondering with this program, when was that, I mean that was part of police program.

- It started in 1980.

- And when did it supposedly end?

- It died on the vine after about I think 10 or 15 years. It got to be, they started adding more and more things onto it like they were paying a tuition. If the officers were going to school, they were paying their tuition at NWTC. If they were going to school full-time, they only had to work 25 hours a week, and I think what happened was it just became unmanageable after a while. It got too big for its britches, so to speak.

- Is there another possibility to look at something?

- Yeah, the chief is putting together a proposal. They've been working on it for the better part of a year. I mean I saw, when I was on the job, the CSIs are such an asset to our community with the neighborhood associations and being out there and meet people for minor things that officers are sometimes too busy to get to right away. And it's a good way for these kids to learn what our community is all about before they become police officers. They get to know these neighborhood association members and presidents, and they get a lay of the land and how the city operates and what's going on. And I just think you end up with a more rounded officer in the end.

- So I should change my request, you know, kind of because you want position--

- Because we're losing the funding, and department's gonna be picking up I think--

- I'll wait until he comes back, okay, all right.

- I just wanted to finish.

- Sure.

- I just as far as, lost my train a little bit, but if you, but if we could bring this back, my thought is I like your thought process where to say okay, we raise, we train these folks, and then they leave. That happens in a lot of other departments, too.

- Yeah.

- I would like to see something in place that would guarantee a little more of a step from that into the police department or engineering or whatever, any other department because I don't know what the cost loss is for something like that, this institutional training that over time you lose because all the time you spent. I don't know if there's a way you can put a number on that,

- We're gonna try. That's the goal, but I just wanted to clarify that so you knew that we actually are still funding the CSIs, three of them through block grant, but that will be ending. So we have the ability to do both, three CSIs and to add the \$15,000 of block grant onto this public Arts Coordinator position. One of the initiatives that we have in our department is to try to add more artwork in the neighborhoods. So this would

allows our Public Arts Coordinator to work in our block grant target areas to do more artwork. That's one of the reasons we're adding the block grant dollars to this position. It's also gonna stabilize this position a bit more, 30 hours with benefits. There's a large learning curve as well with this position, and I don't want this to flip every six months as well. That's a lot down time for us, so the PAC is fund raising. They're in a campaign right now to raise dollars. The goal is for this to be a full-time position paid for by private fund raising through the public arts. Correct?

- Correct, Celestine.

- So this is kind of what we're gonna do this for year, for one year time in the hopes that they can raise the dollars to support this position off the levy. It's off the levy now.

- If they have private funds paying this, but they're still city employed.

- Um hmm.

- So the state retirement system, bennies, all that stuff.

- We reimburse it. We've got our neighborhood specialist right now is funded half with Green Bay neighborhood leadership money, which is privately raised, and then half with block grants. So we just reimbursed the city for those costs.

- All right.

- Accepted.

- I just have to bring up a question that Alder Johnson asked that now I feel like it's a pretty good question. Did we already just approve this?

- We approved the funding for a block grant at the redevelopment authority, and the PAC approved increasing the hours for this position, but it hasn't been approved through personnel and council officially yet to make this change.

- When did we approve it at council then?

- You approved the report of the Public Arts Commission, which allowed this position to be increased to 30 hours.

- Okay.

- So officially you need to change the job description and title.

- So I would, I'm still getting that the city is not putting the money in, right?

- Correct, it's coming from the public arts stadium district money that was used to set up the Public Arts Commission. And then community development block grant, so it's not in the levy.

- All right. Does anyone else have anything else to say? Alder Johnson.

- Just a comment. In my experience getting companies to contribute to government-related activities indefinitely is a lot more difficult than it seems. And so I appreciate the fact that they are doing the fund raising

right now, and I think that's a good short-term way to fund this position. I'm not as convinced that that will last forever. And I'm making that comment because I know Alder Dorff is on the redevelopment authority, and I had submitted the communication at the last council meeting requesting staff to pull together some options for what's essentially called the percent for the arts. And part of my intention with that communication was to create a mechanism that could fund this position indefinitely, so I just wanted to at least--

- Yes, that'd be great. maybe add some clarity to that. I think this is a good short-term way to get there.

- Right.

- I think that percent for the arts program, if the council were to seriously consider that, that might be a way to permanently fund this position.

- Correct, and that's the optimum way. I mean, we've been successful at least in raising money for neighborhoods through private dollars through the leadership council, but you're right, I mean it's tough to raise money because people think the city should be paying for that when it's a city kind of position so. But I'm thinking we could be successful. At least for the first year I think we should be able to raise some money for public arts so.

- And I think again donors, they're gonna be more likely to give to art.

- Right.

- Not necessarily to staff or admin.

- The admin, and that's kind of way it is whenever you fund raise, yep, totally, totally agree with that. Totally agree with that.

- Okay. Any other questions, comments, concerns? I will add that Alder Weary sent me an email, and he said the public arts position, he is strongly opposed to it, and I think he voiced his concerns at council. He doesn't say exactly why, but I'm sure we'll be hearing from him again.

- Well, and that's why I wanted to clarify the CSIs. We can do them both.

- Right.

- If we do this, we're not taking away from the CSI program.

- Was that his concern? I don't recall.

- All right, well if he reviews this or Kathy, you talk to him, maybe you can impart that information onto him.

- Yeah.

- That might be what his concern was. If not, we'll probably address it at council then.

- Yeah, okay.

- All right, thank you very much.

- I approve.

- Second.
- A motion to approve by Alder Dorff, seconded by Alder Corpus-Dax. All in favor?
- [Attendees] Aye.
- Any opposed? That passes unanimously. All right, D3. Consideration with possible action on a request to reclassify the hourly position of Deputy City Clerk A grade G to a salaried Deputy City Clerk position A grade H at projected annual cost of \$5,770, and to fill the position all subsequent vacancies resulting from internal transfers. Staff.
- In May the deputy clerk retired.
- Yeah.
- Anita.
- Oh yeah, okay, I'm sorry.
- Yeah, that's right.
- And since that time the city clerk Kris Teske has been evaluating the job duties of that position, and has determined that by restructuring some of the duties of the position, some efficiencies could be gained. And in summary, what we have done is we've removed a significant amount of clerical duties and shifted them to an existing position within the department, and then added to this position some supervisory responsibilities in addition to responsibilities that assume a prominent role in the office in terms of planning and organizing the office. Assuming the role of the city clerk if she cannot attend a city council meeting or handle an election or other duties per state statute. So with that changing job duties, we had our salary study consultant take a look at it, and the position, he is recommending that they go up a pay grade, which is our recommendation. We feel that's certainly necessary. And with that reclassification we're looking at an annual cost of about \$5,700. The other point to make is with this now being a supervisory position, it meets the exempt status, not exempt for overtime under the FOSA.
- Okay. Chris, you're looking at doing this internally?
- Chris, could please step up?
- And after everything everyone sees that you have to go through, someone still wants to step up and take that position?
- Thank you for saying that. Well, it's gonna have to be posted.
- Okay. So it could come from a different department within the city.
- It could. Yes, yes, but I see it as the overtime like when the deputy clerk worked before for elections, that was all overtime. This way it'll just be comp time, so there's gonna be some adjustment there in the money. We've noticed that with some of the elections like if it falls on Good Friday, we have to stay open. So at that time it was the election specialist that would stay, and that was double time plus holiday. So this way it would be the deputy clerk who is gonna do the elections, who will stay with me, and it's just comp time.
- Okay.

- So we see it as a good thing.

- Sure.

- I can say I don't care how much the increase in salary is, I don't think you can find anybody to replace Anita. Her experience and the years she's been there.

- Yeah, but I saw as time went on because Anita didn't want to take over the election portion when the state took over, so that went to an election specialist. This way I have the backup there, so if by some chance I would be sick or out, the election, the deputy clerk would take over with that election knowledge.

- Okay.

- That's good.

- All right.

- Alder Steuer.

- Alder Steuer.

- Thank you, Chair.

- Chris, I was gonna ask is there any projection on savings on something like this? Time versus money or whatever?

- Diana kind of pulled some reports.

- Just for, you're talking just straight overtime?

- Yeah.

- Yeah I think last year, I think we went a little bit over \$3,000 in overtime. I think last year this position went about \$3,000 in overtime, but again, Chris is very, very careful and cautious on what hours of overtime is worked. This person will definitely have more flexibility and free up, potentially free up either Chris or actually this person will probably spend more time in the office now that there'd be a salaried position.

- That's it for now.

- All right, any other questions, concerns? All right, thanks so much, Chris. I'll entertain a motion.

- I'll make a motion to approve.

- Second.

- All right, I have a motion to approve by Alder Lefebvre and second by Alder Corpus-Dax. All in favor?

- [Attendees] Aye.

- Any opposed? That passes unanimously. Let's see, item D4. Consideration of possible action on a request by Alder Weary to explore options to restore an assistant to the city council position full-time, part-time, intern.

I guess he's kind of looking at all options, and I do have an email here from him. If I could read that, this is from Alderman Weary. Looking to have staff bring back options for this position to bring it back. We are the third largest city with a population of over 100,000. We used to have an assistant. We have large workloads and absolutely nobody assigned to help us. So that's what he has to say. I don't know anything about a former assistant or anything else, but that's what he would like staff to look at that, bring back some proposals, and see where we go from there.

- Yeah, I think what we can do is look back and see when we had an assistant and what kind of responsibilities they did work on. And I think it would be helpful to have some clarifications on what responsibilities he would like help as well to kind of give us something to look into.

- Okay.

- Should we hold this until he can be here next time?

- Well, if they can actually start putting stuff together and then once they get some stuff together, he could even meet with them once they get the ball rolling, and I think maybe clarify it if it needs be.

- Yeah, if he wants to clarify at next week's council meeting as well,

- Okay, because I don't have a problem with at least staff looking at this. As you folks get more involved, and as I've been getting more involved, you know, there's sometimes Barb and I were talking, it might be helpful. I don't know, I mean staff currently helps us out as much as they can, but sometimes they've got an awful lot on their plate, and stuff can get moved to the back side sometimes. All right, I'll entertain a motion.

- I'll make a motion that we refer this to staff to study, and to contact Alder Weary and see what his, how would I say it? Little more background I guess on it, and work with staff. Does that sound okay? And then would we bring it back here, right?

- Yes, let's do a council next week, and if you approve it next week, then it'll come back I think probably after we talk to Alderperson Weary, get some research, and we'll bring it back when we're ready, when Alderperson Weary is ready.

- Okay.

- Need a second on that. I'll second it. Motion to approve?

- Aye.

- Aye. Motion to deny?

- Aye.

- Aye.

- It's a tie, which means it goes nowhere, so that's that. All right.

- I would like to make a motion that we bring it back. Can we bring it back to the next meeting when Alder Weary is here and can give a little more explanation?

- Well, I do think we just probably finalized the item, but I mean when it's a two-two vote, typically it will go to the common council.

- Okay, so then we can get more clarification at council. Okay, fine.

- And then you will also, staff will research when--

- No no.

- No, they won't do anything right now.

- They won't do anything until council approves or disapproves it.

- Okay, well Chris must know when.

- In fact, Kathy, they won't do anything until it is approved by council.

- Right, no I'm saying Chris probably at council--

- Right, he can bring it up.

- We're good.

- Okay, number five, consideration with possible action on a request by Alder Dorff to approve a salary increase for a position of mayor effective following the 2019 mayoral election. The mayor's salary will be increased annually based on any general increase provided in general municipal employees on the date the increase is provided. Do you want me to list all the increases?

- No.

- Basically \$11,000 a year for the next four years.

- I'd like to talk about this a little bit.

- All right.

- So what I did was bring back the research. Alderperson, former Alderperson Warp had made this request on June 13th, 2017. So there was a lot of research done. I think it just was received and placed on file. I'm not really even sure whatever happened to this, but I didn't want a whole other, time spent doing a whole other study. So I'm not necessarily in favor of the amounts that were put in here, but I did not wanna waste time having a whole other study done because I think we can talk about what would be some fair amounts. So I think interestingly the study was well done. There's a lot of data about the cities that have not only mayor, but also a city administrator that does a lot of the work that currently we just have one person doing. I definitely believe that the position of mayor in the city of Green Bay, that salary needs to be increased. I'm just not real sure right now how much I think it needs to be increased by. I had asked for something that I got from Director Fowles. I had asked what if before the mayor's salary was frozen about eight years ago, what if it hadn't been frozen? What if it just had increased the amount that the average cost of living increase was given to employees in the city? And so the answer to that question was 93, where is it? production. Oh, it's in a web page. Okay, I opened it up. Got, all right. So that would have been increased, and in 2018 the number would have been \$94,863.

- What's it at right now?

- \$82,535, because it's been frozen. It's been frozen for the last, like is that 10 years? Since 2008?

- It was since 2010 it was frozen. In 2008 there was a \$2,000 increase given, and I believe in 2010, 2009, 2010 I believe they gave that \$1,200 increase.

- But it has been--

- Frozen since 2010.

- I see, \$80,535, and then it went to \$82,535, okay. So there has not been any increase at all for the position of mayor in this city. We are the third largest city, and we are currently paid at the eighth, we're number eight as far as what the mayor gets. But that doesn't even I think tell the whole story because then there are a number of cities, let's look at Racine, for example, which is the fifth largest. Racine, that population 78,000, our is 104,000. The Racine mayor makes \$74,110 a year, and a city administrator in that same city makes an additional \$140,000. So when you add those two together, it's well over \$200,000. And I'm not suggesting that that's what the mayor get in our city at all, but I am saying that you can't even really compare. It's like apples to oranges because there are city administrators doing this work getting quite a large salary, and the mayor's is a different role in some of these cities. So I would just like to have a discussion with as a base I think the base should be \$94,863 because I think that's where he would have been at, or a mayor would have been at if it would have gotten the two percent increases a year like all the other employees, but maybe that is not high enough.

- Alder Lefebvre?

- Right, I won't approve \$11,000. That's a 13% increase, and I think that'd be an insult to our employees because they haven't gotten anything near that. What do they get?

- I'm sorry. Who hasn't gotten anything?

- Our employees, our regular employees have not. Not managers, our regular employees haven't gotten \$11,000 a year.

- No no.

- No no, I'm saying 13% increase. That's why I find--

- Well, I have to ask what has the increase been from the last 10 years?

- That's what I have in this chart.

- About two percent.

- Two percent a year for the last 10 years?

- For the cost of living increase.

- So they've got about a 20% raise.

- Yeah, 20%.

- But they get it each year.

- Right.

- But I'm just saying all of a sudden you're gonna give him 13%. This year the employees are only getting two percent or something maybe. So I'm just saying right now I wouldn't approve the \$11,000, but yeah, maybe it can be increased.

- Well, how would you catch up then?

- How would you catch up? You don't have to, why? To me, yes, the mayor's important, but and one of the things that Barb Dorff said too that if most salaried people wouldn't wanna run, well, you're not supposed to run because of salary. You're supposed to run because you want to, it's your civic duty almost, to come forward and to represent the city. I mean you should have a better reason for running than salary. I just don't like the 13% increase all of a sudden, but like Barb said, we could talk about salary increase, and maybe, you know, each year increase it a little bit. But I just think some employees just might say look, why am I working here if I'm only getting this and getting jumped this much? Yeah, it was a problem. We probably should have done like, you know, over the years. People don't look at the future and analyze it, and I just like would talk about it and look at it.

- Sure, absolutely, that's what we're doing now, we're discussing it. All right, anybody else? Alder Steuer.

- Thank you, Chair.

- You gotta come up to the podium, sir.

- Thank you. I'll probably recuse myself on a lot of this because I am running, but I guess I have a joke. What's that? I'm walking right now, but anyway, sorry. Anyhow, the question I had was why was it frozen 10 years ago? What was the reason? Was there any reason behind that?

- City Council made that choice.

- Right, but I'm just, I just wanted to--

- Were you on the council then or not? Maybe he knows somebody who was.

- We're all innocent.

- We're all innocent.

- I guess I was just looking for the reason. I realize the council voted on it, but I just wanted to know what the reasoning was behind it.

- Hard to say. Ten years ago everything was crashing. That's when everyone had their wages frozen for several years. That might have been the start of it.

- And they just left it as such.

- Okay, that's it. There was a gentleman in the back. Yes sir, if you could approach. Did you fill out a form to speak?

- [Bronson] I didn't.

- Okay, I'll just need your name and your address.

- We haven't opened to the public.

- Oh, move to open the floor.

- Second.

- Just hold on, you don't have to go away, just stay there. Motion to open the floor by Alder Dorff, second by Alder Corpus-Dax. All in favor?

- [Attendees] Aye.

- Any opposed? All right, the floor has been opened to the public.

- My name is Bronson Smith. I live at 1525 Smith Street in Green Bay here. I really agree with Kathy a lot. The proposed \$11,000 annual increase over the next four years is quite frankly obscene, specifically since the Green Bay Common Council just voted to have a \$20 wheel tax imposed on residents of Green Bay because we don't have enough money to repair our crummy roads in time before many of them turn into gravel roads, but yet somehow we have the funds to, yet somehow the funds exist to give the mayor a \$44,000 salary increase by 2022. You know, on top of that the mayor would also get whatever annual pay increases the city provides to general municipal employees as well, you know. I mean I don't care one bit if the raise would provide a more equitable compensation for whomever the mayor might be at the time compared to some city department heads. Then maybe the other department heads need to take a pay cut. And in regards to other mayors around the state, this isn't a game of keeping up with the Joneses. No no, if you wanna increase the mayor's salary since the last increase was in 2010, fine. I'm a reasonable guy. Up to even \$87,500, you know, a one-time increase, not an annual increase over the next four years. I'm sorry, you know, the city just doesn't have a lot of funds, but yet somehow these funds have suddenly become available to give the mayor's office a gigantic huge raise. I just think it's wrong. Like Kathy said, nobody else is getting massive pay increases, you know? Yes, the cost of everything is going up, but it's like I think it's unreasonable that the citizens of Green Bay should be on the hook for that kind of a raise for one person. Thank you.

- Thank you very much.

- Anybody else? Entertain a motion to close the floor.

- Motion to close.

- Second.

- Okay, motion to close the floor by Alder Corpus-Dax, second by Alder Dorff. All in favor?

- [Attendees] Aye.

- Any opposed. That passes unanimously.

- I'm not opposed to the mayor getting an increase, but not this amount.

- Okay.

- I think we're all agreed on that. I mean, I'd be okay bringing him to, what'd we say base was? Or what he would have been?

- \$94,863.

- I got a couple questions. Joe, does the mayor or any elected official get a annual cost of living increase automatically?

- No, no I don't believe they have.

- They don't, okay.

- So at least recently they haven't. There are Common Council members or mayors in other areas. I believe mayors have gotten increases based on that

- Okay, so unless we, the council and it's all approved, votes to increase alderman or the mayor's salary, it will stay the same forever.

- The next term.

- It has to be four years.

- Right, okay. So either we act now--- Right, we have to act now because after December 1st we cannot act. Once people officially take up the arms, we cannot act.

- And I agree, the mayor, councilmen, you don't do this for the money. And I'm love her or hate him, and I don't wanna bring the current mayor into this. I'm talking about past mayors I've seen. This is a seven-day-a-week job, and it's 24 hours a day. It is very involved. Not only are you an ambassador, you're kissing babies, you're cutting ribbons, but you're also the person, the lead negotiator with any of these private public developments that are going on. There's a lot of work that goes into it, and if you get lucky, and you elect someone that can do that job, you're better off. If you get unlucky, and you elect a person that can't do the job, then you either gotta go through a process to remove them or wait until the next election to remove them. We are the shareholders of this community, and I think how we compensate the person that we're choosing to lead this company, this organization, this city, whatever you wanna call it, I think at the same time you're not doing it for the money, but there has to be some compensation there. I mean there's travel, there's so many things that they could list that we're not even aware that they have to do. And I just think that for whatever reason why it was frozen, it was frozen, let's move forward. I don't agree with \$11,000 a year, but I would like to see maybe something where there's a \$12,328 difference between his \$82,535 and what we estimated based on cost of living of \$94,863. I would, what if over the next four years we got him up to that level of \$94,863? Now that doesn't even take into acct that the cost of living's gonna go up the next four years.

- If we would do that, I would wanna see in addition getting whatever percentage raise, as was written in the first motion.

- So if we divided that by four, so it comes out to roughly \$3,000, just under \$100 bucks a year, plus whatever the cost of living is.

- Right, okay.
- So he's not falling further behind.
- Absolutely, and again, it's not an easy job. You're never gonna make all the people happy all the time in this job. It's just that's the nature of the beast.
- Right, so we're reducing it from \$44,000 total down to about \$12,000.
- Right, so my motion is that--
- Wait.
- Oh, I'm sorry.
- May I please?
- Well I thought you had spoken already.
- No, I would just like to make the motion because I thought--
- Go ahead.
- Thank you. I would like to move--
- I blew up.
- No, it's okay, that over the next four years we bring the mayor's salary up to \$94,863 in equal increments over the next four years, and in addition he would get whatever increase of cost of living increase that the employees get. Does that make sense?
- Yeah, do I have a second?
- I'll second.
- Second by Alderman Lefebvre.
- Is there more discussion?
- Is there more discussion? Joe?
- One thing I'd like to say just for the record is that the prior HR Director, Lynn Boland, did put this study together, and she did a great job. I can't take credit for that.
- She did do a great job. And I mean we are really going way, way, way below what this study, Carlstudy, the mayor as the chief executive officer would be compensated in accords with the pay grade that provides the highest level of compensation in the city for this position. That is what was recommended, and that highest pay grade in the city has a salary step range of \$103,000 to \$122,000, with a performance range of \$122,000 up to \$140,000. We are not even reaching the lowest level of that.

- And I would point out that even with this increase at the end of four years, and depending upon what the cost of living is, the mayor will still be making \$20,000 to \$30,000 a year less than all of his departments heads.

- He will.

- And Mr. Bronson, I understand where you're coming from. I mean a lot of people are out there, they're not making even \$80,000 a year between them and maybe their significant other. But as far as our department heads go, we've done studies and we've found that we just can't retain that. If you want the good people, sometimes unfortunately you have to pay them. But I understand where you're coming from. For a lot of common people paying taxes out there, even \$80,000 is a lot of money to make a year. And I appreciate you getting up and speaking your piece and making your thoughts known on that.

- [Bronson] Thank you.

- But I also think that this job entails, and it'd almost be neat for, if we had to work with the mayor for one day just to see what people, really get a feeling of what they're going through and what they're seeing and the different dynamics that are involved, and it's juggling a lot of balls at the same time. I think if you asked, you know he's in charge of a city, over \$100,000,000 budget, almost 1,000 employees. And granted, it's hard to compare public to private sector, but where in the private sector would you find anyone willing to do a job to run an operation like this for that kind of money. So obviously whoever's doing these jobs, and this is for throughout the United States, they're doing it for, not for the compensation. They're doing it because they, I think hopefully the care about their community.

- Yeah yeah, and I did look at the gentleman, and when we said like \$3,000 more a year, he said yes. He shook yes, he thought that was fair.

- All right, so we have a motion, we have a second.

- Who seconded?

- Alder Lefebvre.

- Gotcha.

- All in favor?

- [Attendees] Aye.

- Any opposed? That passes unanimously. Okay, item number D6. Consideration with possible action on the request by Alder Johnson to create an orientation onboarding program for new alders that could also serve as a refresher for existing reelected alders. Item to consider for inclusion. Rules on gifts, code of conduct, rules on walking forums, presentation by the department heads, roll plan for most requests of alders, etc. Alder Johnson.

- Yeah, I brought this forward. I had talked with several of the other new alders, including Alder Lefebvre and Alder Corpus-Dax and Alder Stevens. Am I missing anyone? I wanted to get a feel from them just how their onboarding process has been, and I think overwhelmingly the consensus was it's tough. And it's tough because we make it tough, and what I mean by that is as a new alder there's really no training. You are 100% on your own. And you know what? Sometimes the school of hard knocks works, sometimes it doesn't. And we're elected to two-year terms, and I've heard from other alders, previous alders as well, that they're into their term well over a year before they've even gotten their feet about them to understand how the government

works. So I just think it's a disservice to the city to put new alders in that position, you know, to say just sink or swim. And so I think it shouldn't be that difficult really for staff to put together a training program. I mean if you're hired by an employer, you go through a training program. If you're appointed to a non-profit board of directors, they put you through a training program. It just I guess was a little bit surprising to me that new alders didn't have that same privilege, and just something that goes over the basic rules, basic understanding. You know, I've made a lot of individual appointments with department heads, which has been useful. And I still know that I'm not hitting everybody. When I get calls from constituents, and it's like my neighbor's not cutting their grass, there's trash out here, this place has got too many dogs, you know, whatever it is, right? There's a plethora of issues, and it takes a lot of time to figure out who at the city I need to communicate with to find resolution to some of those challenges. So I think just a simple orientation program that goes through some of this, and I don't think it needs to be that complex or that difficult, but I think it's important that we do something.

- Yeah, I definitely found this very hard in a way because I have one constituent who's sending me emails all the time, do this and this and this. Why aren't you getting it done, blah blah, you know, she wants everything done right away. Well, I'm still learning. I don't know where to go, and I'm not, and when you talk to staff or you leave a message, they're busy too, and they can't get back to you right away, but you have to know. I will make a comparison with the county. We get a book, I should have brought mine with me. I'm gonna see if I can We got this one, it's okay, but they have, I gave my old one to Chris. I did my last one, and he says oh my gosh, it is so detailed. It tells you all these people, where to go, and it's so easy because you just look, you know, you want some in parks, you look right here. It tells you what page to go to, you flip and it's there. It gives you all these contacts, and it gives you backgrounds on the parks, so it gives you background. All these different things that you should know in order to do your job. And I wasn't doing the best at the first couple of months because I didn't know where to go. We got a sheet on the department heads, but you're not gonna call a department head because then they're gonna tell well, you gotta call this person, so you still have a delay.

- And ultimately that's what I'm looking for. I'm looking to speed up the level of service that new alders are able to provide to their constituents.

- Yeah.

- Okay, anybody else? Couple of questions. I'll just throw this out. I'm sorry, did you? No, go ahead, Mark. I just like to see you get up and down.

- Yeah, I do, too. No, I totally agree. I been on the council seven years now, and I still, it took me probably a year, year and half to really get the hang of things. And I have an iPhone, and for me when I tell citizens contact me, but many of my citizens don't have computers. So then you gotta make the phones calls, and you gotta go over and visit, so it's a time, it's definitely a time constraint, and I didn't realize how much it was until you actually start doing things. And when you go over to visit, you can't go over for five minutes. Sometimes you spend a half hour, 45 or more in their kitchen. I had a trip to Lithuania, this woman, you know. I know all about Lithuania, but I was there for two and a half hours. But that was part of just getting to know the citizen. So I don't know if, I think we all have different ideas on this. I think one of the things, one of the problems I've had is that when you have a big project or an issue that you're talking about, we rely on ourselves many times to dig out the information, go online, talk to people. And there were a lot of issues early on in my career here where I spent many, many, many hours, and I probably maybe spun my wheels too long doing that, but it was art of what I needed to do to try to get the best information out there on any topic. So I appreciate Alder Johnson coming forward with this. I've made some overtures to some of the folks to go around their district. I've gone out with a few of the alders just to see what issues are going on, and I still wanna do that with whoever would like to do that. But I don't know if there's a real easy answer.

- There may not be, cut Celestine, you were talking about instead of the booklet you were talking about, and maybe I misunderstood, about a program on the city, were you talking about like a electronic program,

something that we could use instead of that book because that book, it gets outdated so quickly. I mean, I was calling someone at DPW, and she had transferred to the water department six months ago. And you know some of these things are going on, and so the book is not always updated. But with this new fancy thing that we have going on with the new, is there something we could work into there? Or is there also something though where we could get some of the, have like a little half day or a couple half day boot camps for alders to revisit with law and DPW and you know, what are the processes? Because the processes are what mystifies a lot of us, and what we have to go through. I mean it still amazes me sometimes that someone wants to know if they can open a business in my district, and I've gotta go to three different people to see if it's gonna be okay, instead of one clearinghouse for that.

- So Celestine Jeffries, Chief of Staff. So I remember doing that myself since I was elected in 2006, so there's a couple things. Right now I was actually going over this with Alder Lefebvre. Our website has a forward face and a public facing directory of staff, an inward facing one. I actually use the same book that I provided to Alder Lefebvre, but the difference is I know who's here, and I know who's also in our other 21 areas. We do, I would like to contrast the school board for just a moment since I served on the school board as well for two terms. The WASB has some interesting training that goes on for school board members. School board is differently functioned than city council for lots of reasons, but there's more effort from VSB to provide some information to brand new school board members. The League of Municipalities actually has some training for alders.

- I went to that when I first became an alder.

- It's very good. I've actually been to League training on a separate matter completely. The staff were talking about funds in order to do that because we would need to be able to pay for that. Certainly I think that an onboarding would be appropriate for staff members, I'm sorry, for alders. It isn't just about the rules because you can actually read those rules on the League of Municipalities about gifts and walking quorums, that's out there, but rather how do you go about doing what you do.

- Right, I mean it's easy to have out what don't do, but then we're still trying to figure out how do we conduct our business if we feel like we're in like, like for corps. I sometimes feel like I'm in this box, and I cannot do anything until we actually get to a meeting, and then it's like we just wasted a lot of our time.

- We have a lawyer sitting here. Yeah, you are kind of are in a box. You've gotta watch that.

- And that's just it, so I mean--

- But what do you do?

- Right, exactly.

- And how do you problem solve? And where does the work flow in City Hall?

- Right, because I sat down with Steve Grenier for almost two hours when I started. And nine months later I forgot half of what I heard from him. I don't know if it's old, or it's just that's me. So if we can sit down with these department heads or their designee, I don't care, and okay, these are, you know, and just by these are the most common complaints we get, and this is how you handle it. Flowchart, something that makes it easier for us to do our jobs so like Mark said we're not spinning our wheels, or you're not spending time calling, and then you get a voicemail, and then they don't get back to you for a day.

- Well, a flowchart is actually a lot of work. I think it mostly is what type of problem gets solved by which person or persons?

- Because you figure out your go to people after a while, sometimes, but sometimes you feel like you're burdening them by going to them all the time when there might be someone actually better to go to. And that's why yes, if we could get something like what Brian is talking here, and then it's updated. And it would be great for alders, current alders to, there might be stuff we don't know about, or we might have missed something and been doing it wrong all along, and it gets us--

- I think we have to give a lot of input on what we need exactly. We would have to say here is the most common problems. Here's what we need--

- exactly. Instead of having them guess what we need.

- One of the things that happened, Barb, on that was I have citizens that are having block parties. And they say okay, Mark, come to the block party, but we need something like who do we call for sidewalks? Who do we call for broken water main? That type of thing. All I'm saying is that--

- That's one of those things, like a block party is actually one type of application.

- Right, okay, well let me just finish.

- Oh, I see what you're saying. People are asking you--

- Okay, just let me continue. So basically what happens is, like for example I talked to public works. I said Steve, who do I call, like I can call the sidewalk person. I can call all these people on my own because I have their numbers. But if a citizen calls, who do they call? And Steve said just call the front desk. But then I call Kevin Vonck, and he goes hey, we got six different numbers that if you have a specific question on economic development or community block grants or things like that, you can call. So every office is different.

Yeah, that's right.

- We should have it on a list.

- And that's something that, you know, I just fire through and fudge through to get what I need, and that can be difficult.

- You don't always need a name because of the employees move, but you need a number for the person who's in that position.

- My biggest joy, when somebody emails me with a problem I'll take it and I'll fire it off to whoever. They'll fire back the information. I get it over to them, and within a day or two days they get the information, and the citizens are very happy about that.

- Yeah, absolutely.

- They wanna be heard, get the information out, get it done, and then you can get it off your plate, too, instead of languishing on it. So anyway, Brian, this is your--

- Is this okay? Without an orientation program I didn't know. No, but I think the other piece of this, too, we're talking a lot about like the constituent services, which is, you know honestly the impetus for me wanting to bring this is to be able to provide great service for our people, but I think sometimes you don't know what you

don't know. And I think to me a program like this is really intended to tell us what we don't know and the things that we should know. And I can say without a doubt, I have witnessed over the years first hand votes cast on things like tiff funding, and alders not having a clue how tiff works. And knowing that we can be casting votes that affect millions of dollars over how many years, and that there are potentially people that don't understand the issue. And you can say that's what elections are for. I'm gonna say, you know what? They were still elected here, and you still have a responsibility to make sure that we're providing the information to allow them to be effective representatives for their residents. And so again, part of it is just understanding how we deal with those little issues, but part of it is how we handle those big vision issues as well, and making sure that we are safeguarding the city of Green Bay as a whole.

- I also asked Celestine, and she said right now the program isn't there, but for a monthly calendar because I do get, well I get a paper one from the county, but it's a calendar for the month with all of her meetings.

- We had asked for that, but it's just not

- Right, right, but I'm just saying that's another thing that you know, that would help too because what we get is the week.

- Well, if you wanted to put a late communication in, well sometimes it's too late by time you see that, you can't, so then it's put off for another month, the issue that the person has or whatever. So yeah, so that's another thing that would help, if eventually maybe we could get something like that.

- Yeah, that's a website issue that we're working on.

- So anyone else has any input on this?

- I think it's necessary.

- Okay, so going forward though we need a, we can approve this, but who's going to handle this? And do you want input from all the alders, new and old, as to what they think should be in that so it helps you to better address moving forward how to put a program together?

- From staff as well.

- Exactly, what do they think we need to know to do our job? So do we wanna craft a motion, or do we just wanna approve number six as is?

- What I can add is that I did talk to City Attorney Chavez before this meeting, and she said that based upon the communication here in the item, that the law firm would be happy to help with this training. And I can say that I think going forward you can issue an email to the City Attorney Chavez. I should say shoot an email to myself. I can take the issues from the alderpersons, and then I'll work with the law department, HR department to make sure we get a training put together for that.

- Okay, so the motion would be to move forward with this orientation onboard program, that all the alders send an email to Joe with--

- I think you can just keep it the way it is and just know that, because we'll work on creating an orientation onboarding program.

- So you'll reach out to us and ask us what we'd like to see?

- I can, yes, I will do that. I'll send an email to each person asking you to give input back to me.
- Okay, so a motion to the effect that we're going to have, Joe is going to put together an orientation onboarding program, and he will reach out to department heads and alders for their input in developing it.
- Second.
- Okay, motion by Alder Galvin, seconded by Alder Lefebvre. All in favor?
- [Attendees] Aye.
- Any opposed? That passes unanimously. Okay, number seven. Consideration with possible action to add a second parking permit to the alderpersons benefit package. And I have an email from Alder Weary who wanted this. In it he says he supports this. This is simply restoring something we have always had. The second pass can really just be a duplicate of the first one. Why are we making it more difficult for us to do our board f directors duties? And as far as I know, the pass we get covers three cars or two cars, if I remember correctly. It covers two cars, or three?
- So yeah, the pass covers, the plasticated pass that you got this year covers multiple cars.
- It covers multiple cars, so if my car breaks down, if I've already registered my wife's car, I merely throw it on there, and I take my wife's car.
- And if you buy a brand new car, a new Maserati next week, then you just give us the license plate.
- I do know what Alder Weary meant.
- Thank you, Celestine.
- He meant that you have one of these, and sometimes because of, you know, the family, you might have to take the other car, and then oh, my pass is in the one at home. So that's all he wants.
- That's all he's looking for, for that reason.
- Yes, yes.
- Celestine?
- [Celestine] Yes.
- Do you see an issue with that? Issuing a duplicate?
- I'm sorry.
- Well, my wife takes my car. I forget that my pass in in there. She's in Chicago. How do I park down here without getting a ticket?
- What you do is you park, and you let Steve or myself know, or Terry Sorelle at mayor's office, hey. I've parked downstairs, here's the license plate, don't give me a ticket, and we will not give you a ticket. Without the hang tag, you will get a ticket.

- Right, right.
- And Director Grenier has been quite opposed to providing more than one pass.
- Correct.
- Does he state why?
- Yes, because it is not a benefit that other people who park here get, and we need to, I think what he'd like to also do is to make sure that parking staff have a good handle on which cars have passes. That helps us to keep control and not make mistakes.
- I don't know what that means, keep control and not make what kind of mistakes?
- Making sure that we are, the cars that are in the lot that are authorized to be in the lot with parking with a hang tag. And if we have multiple cars, which we don't know about those license plates, using the hang tags, then.
- So all the staff that works in this building that has an assigned parking spot has a tag that they hang on their car?
- No, so there are several different ways that you have parking if you are a city employee. You get that, first is you get a pass to be in the ramp. So for instance, interns get little card reader that you open and close, open the gate with and then close the gate with. Then there are people who park in the lot with the hang tag, people who are back and forth. There are people like directors have parking spaces organized either with a sign or a number along the east side of the building, and then like in the HR department because some of the employees, this is just an example, some of the HR employees have to be out at one of our 21 sites, and so they share a space along the alley. So those are the ways that city employees in City Hall get to park.
- So none of them have duplicated passes?
- No.
- And if they forget it, then they merely go and talk to one of the three people you indicated, and they're good for the day.
- And if they go on a ramp and they forget their little card, then they have to pay.
- So the consideration with having too many passes out there is eventually there might be some abuse. Is that what you mean?
- Potentially, yes.
- Potentially.
- But mostly it is that it's one pass per employee for multiple vehicles.
- All right, thank you.
- I don't see a problem with this. I mean that's not, I don't think all 12 alderman are gonna ask for this. Some just, it does cause a problem. It's because, you know, with a person's work, and you know, it's just I can

understand his reasoning. And to me I don't make a deal on one asking it. And then that car, the other car will be registered for that pass, so it's controlled. You know who has those passes. And if an alder gives it to someone else who's not authorized, then they lose it, right? There's rules. You can't do this, you can't do that. They know that, so you do have to be responsible for that pass that you get. So I personally I don't see a request, you know, why you have to turn this request down.

- And I think is it that looking at the benefit, because this is a benefit. Parking is a benefit, and if this were a more expensive city, that would be something you'd need to report to the higher ups, but yeah, parking's a benefit.

- All right, thank you. Brian.

- So INS Committee initially took this up, and I can't recall, I think it passed. I know that I did not vote in favor of it, but the reason it's back here at personnel is because it is, to Celestine's point, it's a benefit. And because it would be a second pass, that is a benefit that's not received by any other member of the staff or public, which is why personnel had to take it up if you were to grant that. And what was publicly shared at the INS meeting by a city staff person is that there has been instances in the past where the dual passes have been abused. So you know, now the staff person did not share any specific examples, or it was just kind of a statement that was shared. And I voted against it, INS supplying of the second pass simply because we're all grown adults. We have to bring our notebook to school. We have to bring our laptop. We have to, whatever we gotta do to bring our supplies here to be ready to work, that's what we do. Just like any other staff person here at City Hall, and so I think to create exceptions from any of the other staff people that the city employs is giving favoritism to our elected officials, and so for that reason I would not support this. If it comes before council, I won't support it there either.

- All right, thank you. Yes.

- I'm a little embarrassed, but my daughter took my car for a camping trip, and the pass is gone, so I had to buy a new one. It's \$20 to replace.

- The pass that we're currently using? Why did you have---

- It says right on it that you have to pay for it if you lose it.

- Yeah, so it's gone, so I had to pay \$20 because it's partly my fault, partly who knows? I'm not gonna blame anybody, but I'm just saying that as part of the responsibility, so I had to buy a new one today.

- Ouch. That's why you didn't take me out for lunch?

- No. Yes.

- And I had to pay a \$15 parking fee because I was here, was it two days ago, when I was talking to Celestine, and I had to pay because my back was bothering me so much, very painful, getting my stuff and trying to get out of the car, lock the car, came in, did not put my pass on, and so I had to pay \$15 bucks. So I mean, it happens. My pass was in the car. Yeah, if I got here, and I was in my husband's car, and I didn't have my pass, I'd have to pluck it. But then I'd have to run down every hour--

- Well, you can just all and see Celestine or Terry or see Grenier up at DPW, and then you can park your husband's car here. That's what they just said. So even if the pass, if his daughter merely had had the pass, and Mark had to come here without it, he'd just come in and get a one dayer. So I mean this is--

- Maybe Alder Wery doesn't know that. Maybe he wasn't aware that he could do that.
- I think he was aware of that because I was at the meeting where that was discussed. Yeah, I think he knows.
- Any other input, comments, concerns? All right, I will entertain a motion on number seven.
- I'll move to deny adding a second parking permit to the alder person's benefit.
- And I'll second that. So a motion to deny by Alder Dorff, seconded by Alder Galvin. All in favor of denial?
- [Attendees] Aye.
- I'm gonna abstain
- You're gonna abstain, okay, so I have three ayes and one abstention by Alder Lefebvre. All right, moving on to item E. Okay, report of routine personnel actions for regular employees. And I think everyone's read it. I would entertain a motion to-- Motion by Alder Corpus-Dax.
- Second. Second by Alder Dorff to receive and place on file. Next meeting date is August 14th, 2018.
- Do you want us to vote on that motion?
- Sorry, lost my head. I saw the light at the end of the tunnel. Okay, so item EI, all in favor?
- [Attendees] Aye.
- Any opposed? That passes unanimously. Next meeting date is August 14th, 2018. That's it. What?
- Motion to adjourn.
- Okay, and I need a second.
- Second.
- Okay, motion to adjourn by Alder Corpus-Dax, seconded by Alder Dorff. All in favor?
- [Attendees] Aye.
- This meeting is adjourned.
- And don't forget to leave the meeting.