MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, AUGUST 14, 2018, 4:30 PM
CITY HALL, ROOM 207
Immediately following Finance which begins at 4:30 p.m.

A. ROLL CALL.

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

Present: Veronica Corpus-Dax, Bill Galvin, Barbara Dorff, Kathy Lefebvre.

Others present: Ald. Chris Wery, Ald. Mark Steuer, Ald. Brian Johnson, Co-Interim Parks Director James Anderson, Wildlife Sanctuary Superintendent Mike Reed, Asst. Community Development Director Cheryl Renier-Wigg, Public Works Director Steve Grenier, Police Commander Paul Ebel, City Attorney Vanessa Chavez.

B. APPROVAL OF THE AGENDA.

Moved by Ald. Bill Galvin, seconded by Ald. Barbara Dorff to approve the agenda with the following changes: Move item #6 to follow #2 and move item #8 to follow #6. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

C. APPROVAL OF MINUTES.

1. Approval of the minutes from July 10, 2018.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax 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 to award a 3-year contract, with two 1-year renewal options, to provide Health Risk Assessment (HRA) Services for City employees and spouses to Bellin Health for $216,000 ($72,000 per year).

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

2. Consideration with possible action on request to approve the 2018 - 2020 labor agreement between the City of Green Bay and Local 420, Bus Mechanics.

The Committee may convene in closed session pursuant to § 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

Moved by Ald. Kathy Lefebvre, seconded by Ald. Barbara Dorff 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 fill the following replacement positions and all subsequent vacancies resulting from internal transfers.
a. Administrative Clerk - Community & Economic Development
b. Building Inspector - Community & Economic Development
c. Administrative Clerk - Police
d. Assistant Fire Chief - EMS, Training and Support
e. Carpenter - Parks, Recreation & Forestry
f. Administrative Clerk - Public Works
g. Mechanic - Public Works

Moved by Ald. Barbara Dorff, seconded by Ald. Kathy Lefebvre to approve all of the positions and subsequent vacancies resulting from internal transfers. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

4. Consideration with possible action on request from the Police Department to fill (1) additional Patrol Sergeant position and all subsequent vacancies resulting from internal transfers.

Moved by Ald. Kathy Lefebvre, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

5. Consideration with possible action on request to approve out of state travel for Fleet Manager Nathan Wachtendonk for pre-delivery inspection of two automated sanitation collection trucks at AutoCar Manufacturing in Birmingham, Alabama, September 2018 at no cost to the City for transportation, room or board.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

6. Consideration with possible action on review of Compensation for a Shift Change grievance.

The Committee may convene in closed session pursuant to § 19.85(1)(a), Wis. Stats., for the purpose of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body. The Committee may, thereafter, reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report any actions taken during closed session and to consider all other matters on the agenda.

Human Resources Director Joe Faulds requested that this item be held for one month as a settlement is pending. Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to hold for one month. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

7. Consideration with possible action on an amendment to a charter ordinance modifying term limits for Mayor, Alderman, and Municipal Judge.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to put to binding referendum the following: Beginning with the 2019 election and for all elections thereafter, shall the total length of service for the position of Mayor, Alderperson and Municipal Court Judge be limited so that no person may be elected to consecutive terms totaling more than 12 years. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, No- Kathy Lefebvre, Abstain- None

8. Consideration with possible action on request by Ald. Galvin that the City adopt Wisconsin Statute 230.35(2d) as it pertains to City employees who are in the process of being organ donors.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to open the floor for discussion. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None
Scott Asplund spoke in favor of this issue.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to close the floor for discussion. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax, to refer to staff. Staff will prepare a policy and bring back a recommendation to the committee. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

F. PUBLIC HEARINGS.

E. INFORMATIONAL.

1. Recruitments initiated to add one full-time 4K Nature Teacher and one full-time 4K Naturalist beginning with the 2018-2019 school year. Revenue from the Green Bay Public School District fully offsets the salaries and WRS benefits of both positions.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to receive and place on file. Staff will look at potential options to provide benefits. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

2. Recruitment initiated to add (2) full-time Criminalistic Specialist positions approved as part of the 2018 budget.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to receive and place on file. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

3. Report of routine personnel actions for regular employees.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to receive and place on file. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

4. Next meeting date: September 11, 2018.

G. ADJOURNMENT.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to adjourn the meeting. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, No- None, Abstain- None

VERBATIM MINUTES

- Did you hear anything?

- It's recording.

- Isn't there a way to give credit where credit is due?

- Yeah, well that's exactly what I'm trying to avoid.

- The red light went on.

- Liability.

- Yes.

- All right, let's get the Personnel Committee started. The time is 7:05 August 18th. And we'll start off with a roll call.

- Alder Dorff here.

- Veronica Corpus-Dax present.

- Alder Lefebvre, present.

- Okay, all are here and accounted for. I'm looking for next an approval of the agenda. Is there anyone that wants to make any changes to the agenda? Okay, I would like to move item six to be immediately after number two, and I'd like to move number eight to be immediately after number six. I know we have some people that would like to speak to that, and it's been a long day.

- Eight where?

- Eight?

- Eight will be right after number six.

- Okay, all right.

- So, one, two, six, eight.

- One, two, six, eight. Is that a motion you made? And I'll second that.

- Yeah, I made a motion.

- And okay.

- All those in favor?

- Okay, all in favor?

- [Several People] Aye.

- None opposed?

- No.

- All right and next.

- John, who seconded the motion?

- Alder,

- Alder Dorff.

- I did.

- Okay, and I'm looking for a motion to approve the minutes.

- Move to approve the minutes.

- Second.

- Okay, all in favor?

- [Several People] Aye.

- And that passes. All right. Now on to regular business. Item number one, consideration with possible action on requests are awarded three year contract with two one year renewal options to provide health risk assessment, HRA services for city employees and spouses to Bellin Health for $216,000 or $72,000 per year. Staff?

- We conducted an RFP for these services. Our five year contract which is currently with Bellin Health expires at the end of this year. We did the RFP, we received four responses and we are recommending the award to Bellin Health again. I included the scoring and pricing summary in your packets. Bellin scored the most points. They were just slightly higher than the number two in terms of the cost per year, but they're the incumbent vendor and they have met the needs very well of the Human Resources Department.

- Okay.

- Any questions?

- No. Move to approve it.

- Second.

- Motion approved by Alder Dorff, seconded by Alder Corpus-Dax, all in favor?

- Aye.

- Aye. And that passes unanimously. Thank you. Item number two, consideration with possible action on a request to approve the 2018-2020 labor agreement between City of Green Bay and Local 420 plus mechanics. Staff?

- I have a handout.

- Do we need to?

- No.

- Okay.

- Thank you.

- Thank you.

- The city and the bus mechanics union, we have reached a tentative agreement. As a result of our mediation session last month. And what you have in front of you is a copy of what that tentative agreement looks like. This TA reflects the items that I reviewed with the committee back in June before our mediation session but in summary this is a three year contract. It'll be in effect retroactively to January one of this year through December 31st of 2020. In terms of the economic issues and wages, for 2018 we will be implementing the city salary plan retroactive to January 1 of 2018, based upon the city's proposal with respect to placement of the individuals on the plan. Reclassification of the two fuelers will be effective upon ratification of the contract and they'll assume the new responsibilities. And then there'll be a 2% increase effective October one and then employee step increases will be implemented effective December one of 18. And 2019 and 20 look very similar in that regard, with the 2% and the in place step increases. For a total contract cost over the three years of $45,625. And then on the backside, I've just provided you some minor language changes. This particular union will be participating in the Health 1265 program. Which basically if an employee reaches 1265 points they receive an insurance discount. And then we did some minor housekeeping with some language modifications.

- Okay. Any questions for staff? I'll entertain a motion.

- Move to approve. Or go ahead.

- I'll make a motion to approve.

- Second.

- Okay motion by--

- This is my, oh I'm sorry.

- I'm sorry?

- No, nothing.

- Just capture the motion.

- Motion by Alder Lefebvre to approve, seconded by Alder Dorff, all in favor?

- [Several People] Aye.

- Any opposed? That passes unanimously. All right, we'll move on to item six. Consideration with possible action on a review of compensation for shift change grievance. Staff?

- And that's where both parties have requested that we actually hold this until the next meeting in September to give us a chance to find a resolution for it.

- Okay.

- Entertain a motion for that.

- I move to hold it till our next meeting.

- Second.

- Okay, motion by Alder Dorff to hold for one month, the next meeting, second by Alder Corpus-Dax, all in favor?

- [Several People] Aye.

- Aye, and that passes unanimously. And we're gonna skip down to number eight. Consideration with possible action, request by Alder Galvin that the city adopt Wisconsin statute 230.35 sub 2D as it pertains to city employees who are in the process of being organ donors. I was approached by a city employee who's very interested in becoming an organ donor. He made me aware of the state statute and how that pertains to people that are donating organs and how the state has helped those employees out. I'm also aware of employees for the city in the past who have been recipients of or been donors to organ donors. And I'm also aware of a gentleman I used to work with that spent his entire time while he was working with me, waiting for a donor to come forward and give him an organ that would have made his life so much better. After reading through the ordinance, or the state statute, I thought this is something that if we were to adopt, for all city employees, there is some cost associated with it, I don't think it's a great amount. And I think it's something that as we encourage people to become organ donors on their driver's licenses, there's drives out there to look for organ donors. We've seen how so much people's lives can be affected by someone being willing to step up and doing something that is almost frightening, to give part of your body to another human being and the risks involved and everything else. But you see the good that comes out of it. I just think it's the least we could do as a community to support those employees and consider adopting this statute into our ordinance.

- I believe in organ donors. I was one, but had it cut off when I had cancer because it could be somewhere in my body. The only thing I could give is my eyes, but I don't have good eyes either so, so I had to take it off unfortunately.

- Sure.

- But I do believe in this very much.

- All right, we have some interested parties who would like to speak, so I'd entertain a motion to open the floor.

- Motion to open the floor.

- Second.

- All in favor?

- [Several People] Aye. And that passes unanimously. The floor is open if anyone would like to approach and say something.

- That's okay can I approach pass that out?

- Yes.

- Okay. Here's the statute that There's two in there. There ya go. You've got an extra one here.

- I do.

- Sorry, I'm a little bit nervous, but my name is Scott Asplund, I'm a police officer the City of Green Bay for 23 years. Of that 18 years I've been with the great City of Green Bay, today I'm here on my own. I'm not representing the police department, so just to make sure that's clear. I wanna thank you for taking the time on this issue, letting me speak for a few minutes. Bear with me, I do not consider myself a public speaker, but I'll do my best here tonight. If you have some questions I can answer, please let me know. This started in January when I became aware that my wife's cousin Carina was in great need of a kidney. The primary reason that her

family had planned, or the primary person in her family that planned on donating a kidney was not medically able to donate, which left her with no one. She was entering stage five kidney failure, which meant she'd be getting dialysis done on a routine basis. Her family had a hereditary condition called polycystic kidney disease. My wife's father Dennis, had already donated a kidney to her mother and she has lived for 22 years because of that donation and is still going strong. Back in January other family members, including myself started the process to donate a kidney, other family members did not qualify because of various reasons and I was the only one able to donate to Carina. The process donating a kidney starts with an online form, later provides, later you're providing multiple blood samples. It ends with a three day very thorough medical evaluation done at the Rochester, where I went was the Rochester, Minnesota, the Mayo Clinic, which is very impressive by the way. At some point in the process when I realized there was a decent chance that I would be going forward with donating a kidney I reached out to City Hall, and asked the Benefit Department if donating an organ was something covered under city policy. And if it did, what it entailed, 'cause I would be taking some time off. So the response I got from city was under FMLA, they would give me time off that's unpaid. So that's pretty much how it works. So according to what I was told by the staff at Mayo Clinic there were numerous other areas that offered benefits to people that are donating organs, like the state of Wisconsin, that Alder Galvin mentioned. In fact the state of Wisconsin offers these 30 days and five days if you even donate bone marrow. I went ahead with the donation, and I used my vacation time. I did have the option to use sick time, but as I'm reaching the final years of my employment, trying to save the hours so I have funds for insurance for a few years or for if I have a major medical problem for myself, I can use 'em for then. For that situation. I'm pleased to report Carina is doing very well. She has been suffering for approximately nine years, getting worse as the time went on. There are currently over 115,000 people waiting for an organ donation at this moment. Many will die on the waiting list because either a living donor or a deceased donor will not be located in time. Because of the nature of the disease in Carina's family it's likely more members will at some point need a kidney donation. I'm here today, hopefully to have our city policy reconsidered and possibly adopt something similar to the state of Wisconsin policy that allows paid leave for someone to donate to save someone's life. Besides the three days of medical evaluation at Rochester, I was there for surgery for another six days. For approximately six weeks I was on restricted status. While I was recovering I will be returning in October for another two day follow-up evaluation. I returned to normal work status as of approximately two weeks ago. Should this change in policy go in effect it will not benefit me. I believe that a policy change may encourage more employees to donate. And not only did I take a financial loss by not being able to work special functions during this time, I was told at one point, I couldn't even earn payback into a training that I'd earlier been asked to attend in a light duty status capacity. Which was kind of, I kinda felt like it was a kick in the pants, you know, while you're down and struggling. And then, you know, it's just the way the policy is set up currently. So there is a financial medical impact that affects a donor. By having the city help provide paid days off, the donor would not be forced to use their own sick or vacation time or go without pay. This could greatly encourage people to consider donating, in fact, most city employees probably don't have that much sick time or vacation time at their disposal to make that work. If this policy goes through, I do not expect people lined up at that door asking to donate their organs. It's a very invasive procedure that only a few people likely would be willing to participate in. I speak on behalf of 115,000 people waiting for an organ transplant, asking you please vote to consider this change in policy. In Wisconsin alone there are almost 2000 people waiting for at least one organ. I was told that some of the people in need are from our armed forces that served and are suffering from Agent Orange. Many of these people again will die while waiting for an organ. The next step to the city council meeting I would gladly come back. And if helped, would bring back the recipient Carina, assuming she is willing to talk, maybe others that deal with organ donation. I would hope that the City of Green Bay could be a leader in this area and hopefully this might encourage other local governments like Brown County or Shawano, and other cities around the state to adopt the same policy. The Dane county and the city of Madison and a few other places all have similar policies in place. If this policy could save one life, it would be worth it. I know you give the Police Department millions of dollars to effectively save lives on routine basis, but this is one way to have a tangible effect for a lot less money. Thank you for your time and consideration and again, if you have any questions.

- Sure I have one. When you say you were restricted for six weeks were you able to do light duty work

- [Scott] After four weeks I was allowed, then I got a clearance to do light duty. But on light duty status you're not allowed to do anything that might incur payback training. So I could have done some work, yes.

- But I mean, and what happened during that four weeks that you couldn't do it, it was 'cause your doctor said he didn't want you--

- [Scott] Right, yeah, you're, I mean you can't lift much. Maybe I could have pushed and tried to get back a little sooner, but they were very concerned that I might get a hernia. And honestly, the discomfort is pretty bad for the first two to three weeks.

- Sure.

- So I wouldn't wanna come back even if they said you coulda came back earlier.

- Okay, but I mean the potential is there. I mean so you can get back involved with the department.

- [Scott] Yeah, around four weeks I woulda been okay doing some paperwork around the station.

- Sure.

- [Scott] Doing light duty type status things, that would have been feasible.

- And they're always looking for people to do that kinda work at the department.

- [Scott] Right, yep, and that's why I approached Mayo Clinic and said hey, I wanna get back in the game, at least light duty status if something comes up. So they were good, they said, yeah you're fine as long as you're not lifting anything. So, I got it adjusted at four weeks to return to work.

- Thank you.

- Okay.

- Anybody else.

- Thank you for your time.

- Thanks Scott. Is there anyone else that would like to address the committee?

- [Cheryl] Hi everyone, I'm Cheryl Renier-Wigg, I'm the assistant development director for the City of Green Bay, but I'm also the successful recipient of a stem cell transplant, as well as a kidney transplant. So I've been fortunate enough to have donors that would come forward that would be willing to be a living donor. I don't really have any prepared statements about this, I did talk to Alderman Galvin about this, but in my experience, you know, I was an employee here. I was on what was called peritoneal dialysis, so I did four exchanges a day. I did two of them at work. And I can't even explain to you the difference it is to have that kidney transplant and how it transforms your life. I mean I'm back to normal. I say normal, you know me right, but I'm able to do everything I could before. So that, and my donor was a city employee, Andy Rosendahl, was the Chief of Staff at the time he donated his kidney, actually he came back. He's a young guy thankfully, but I think he came back after three weeks or four weeks, he was feeling good enough to do that. But, luckily he had some vacation time and he probably just took some time no pay to get that done and I thank him for that. But I would be very much in support of having something in place where if someone was willing to donate an organ, that they have the ability to do that without being penalized for it.

- When you were waiting at organ donation, how much of your day was taken up with medical treatment?

- [Cheryl] Well, I had, every one of my exchanges was about 20 minutes to a half an hour, depending how that went, through the abdomen type of a situation, so you have to close off, clean up, do those types of things. So, you know, probably an hour or two a day, four times a day. Of course you're restricted on how you can go, because you have to take all your stuff with you. So I mean it was either that or you go into the clinic and actually do the blood transfer, which then you're out for four or five hours a day.

- Then that could have been the rest of your career here, every day.

- Every day, yep. Until, that really would happen until I had a donor, or I died, either one. So just even for the donor's sake, for if it's a city person, I mean it was, it's really made a difference in my life and made me far more productive than when I was going through dialysis.

- Thank you. Any other questions?

- Oh Alder Steuer.

- Yes.

- [Alder Steuer] Thank you Cheryl. I applaud your efforts on this.

- Alder, do you mind coming to the recording? Thank you. Otherwise you won't be on video.

- [Alder Steuer] I don't know, is that good? Anyway, thank you for your efforts on this. I myself am an organ donor. I mean, on my license I am. I haven't given yet. But I think, you know, I think one of the misconceptions I think of being an organ donor if you list it on your license, I've had people tell me well if you get in a car accident, they'll choose you to go down, I know it's bad, but I'm just saying that I've heard that from people. But you know, if you can get beyond that and just say look, I'm trying to do something good, Barb are you all right?

- Yes.

- [Alder Steuer] Were you confused by that?

- I'm just thinking of wow, yes, I've never heard of that.

- [Alder Steuer] Well no, I'm just saying, people have come with, you know, they're saying, you know what, so if there's an accident and there's two of you there, and one of you is an organ donor, they'll go after the other person.

- Okay, I've just never heard anything like that.

- [Alder Steuer] I've heard that from a couple people.

- I'm just, you shocked me.

- That's absolutely not true.

- That's half the--

- It's absolutely not true.

- Thank you.

- You shocked me.

- [Alder Steuer] I'm sorry I even brought it up. But anyway, I just commend you for that. And I would like to work with the council and staff to try to get something done with this. I think a lot of times when you do give three or four weeks that you are off and why be penalized more? You're doing something very good for yourself and the community and for somebody else. So why be penalized for that?

- Right.

- Thank you.

- Thank you.

- Exactly.

- Anyone else?

- Motion?

- Motion to close the floor.

- Second.

- Motion to close the floor by Alder Dorff, second by Alder Lefebvre, all in favor?

- No, Corpus-Dax.

- Corpus-Dax, I'm sorry.

- Aye.

- Aye.

- Aye. That passes unanimously.

- Okay I am definitely in favor of doing this. So I guess I would like to ask staff how can we go about doing this? We have to have an ordinance written up or?

- I think it'd probably be better suited to have a policy on this.

- Policy.

- Policy, yeah.

- To do that.

- Okay.

- I think either you could refer back to staff, and we could draft something for you to review or I guess you approve it tonight and then I guess we just go ahead and change it.

- We probably should review it.

- Yeah.

- I would think, that you come back so.

- To make sure.

- I would, yeah, I guess I would move that we refer to staff, to come back, hopefully by our next meeting with a change in policy on this, supporting what the state has. And thank you so much for coming forward.

- Yes.

- Absolutely.

- Yes.

- Thank you.

- I'll second that.

- All right motion by Alder Dorff, second by Alder Veronica...

- Corpus-Dax.

- Corpus-Dax.

- I know it's stressful.

- We hit the three hour mark. To refer to staff, all in favor?

- [Several People] Aye.

- None opposed, that passes unanimously. All right, let's get back on.

- We're back to three.

- Number three.

- This is gonna take just me a second.

- Okay.

- All right.

- Consideration with possible action request to fill the follow replacement positions and all subsequent vacancies resulting from internal transfers. Administrative clerk in Community and Economic Development, building inspector in Community and Economic Development, administrative clerk in the police, assistant fire chief for EMS training and support, a carpenter for Parks, Rec and Forestry, a ministry of clerk for Public Works and a mechanic for Public Works staff.

- So we have a number of positions that we're looking to fill, and then you guys have a memo on those positions. If you have any questions we do have staff here that can answer those questions if you want.

- I don't, can we take them all at the same time

- Yeah you can.

- Or do we have to do them individually?

- Okay.

- You can take them all at the same time.

- Anybody have questions?

- No.

- These were all...

- I move to approve.

- Second.

- All right, which one of you said second?

- Lefebrve did.

- I know, okay.

- Motion by Alder Dorff, seconded by Alder Lefebvre, to approve all the staff changes and subsequent internal moves. All in favor?

- [Several People] Aye.

- Any opposed? That passes unanimously. Number four, consideration with possible action request for the Police Department to fill one additional patrol sergeant position, all subsequent vacancies resulting from internal transfers. Staff.

- So at the last meeting in July we had two sergeant positions and at that time we had a vacancy for one we're holding due to a retirement or I think it might have been actually the employee went to another department. We then told you we had talked to our finance department to see if we can hire that extra sergeant to offset some of the overtime. They did tell us that we could do that. I don't have any documentation on it, so if you do want something, I could present that to the common council, but finance did meet with the Police Department and myself to say that this would offset the overtime that we're doing right now.

- Okay. Somebody else make a motion.

- I'll make a motion that we accept?

- Approve.

- Second.

- Approve.

- Okay, motion by Alder Lefebvre, second by Alder Corpus-Dax to approve the additional patrol sergeant being filled and all the subsequent vacancies resulting from internal transfers. All in favor?

- [Several People] Aye.

- And none are opposed, that passes unanimously.

- Number five, consideration with possible action request to approve out of state travel for Fleet Manager Nathan, help me out here,

- Wantondon?

- Watchineye?

- Wachtendonk.

- For pre-delivery inspection of two automated sanitation collection trucks at Auto Care Manufacturing in Birmingham, Alabama on September 2018 at no cost to the city for transportation, room or board. Staff.

- So you do have in your packet the out of state travel request, if you have any questions, Director Ramirez here that could answer your questions.

- Move to approve.

- Second.

- Okay, motion by Alder Dorff, seconded by Alder Corpus-Dax to approve, all in favor?

- [Several People] Aye.

- And it passes unanimously, unanimously. It's six, we're on the seventh.

- Seventh.

- Consideration of possible action on an amendment to our charter ordinance modifying term limits for the mayor, the aldermen, and municipal judge. Staff?

- So I believe Chief of Staff Jefferies was going to speak to this. I don't think she's here tonight. I don't think the mayor was able to make it I think due to the timing of the meeting so I'm not sure.

- I can, I would like to speak to it. Okay. So, this is about term limits. And so we've been talking about this for a few months. And it's my personal opinion that it should not be up to council. That it should be up to the citizens of the city if we were gonna make such a change, that it belongs in a referendum. And so, I would like to propose a referendum and we, I worked on trying to make up a simple referendum, it's not very easy to do. So I think there are probably some wordsmithing that needs to be done. I need to find where I wrote it down here. On it, but I, but you know, should we talk about this first before I read it?

- Sure.

- Ya know, what, here it is.

- We could, I mean you just wanna give your reasoning behind it?

- Well, I think that there's some value, I know that there was an advisor referendum on this. I don't know how many years ago. I know that it was passed by the public said yes, you know, there should be term limits but then it went back to council because it was just an advisory referendum and that it would, nothing, nothing came of it. And so I would say that I would like, if we do do it, it should be a binding referendum and we should let the public decide whether or not we should have term limits. And I would be looking at term limits on mayor, aldermen and person, mayor, alderperson and municipal judge.

- [Man] And what? What was the last one?

- Municipal judge.

- Municipal judge.

- [Man] Oh, okay.

- And what kind of, I mean, so you're just looking for a referendum, you're not setting any parameters or?

- Right, I would say, here's the referendum, and this again could absolutely be changed. So beginning with the 2019 election and for all elections thereafter, shall the total length of service for the position of mayor, alderperson and municipal judge be limited so that no person may be elected to consecutive terms totaling more than 12 years. So just across, and I, there's some thought of having alders maybe go to three year terms, instead of two year terms. I think there's some merit in that. So, but that would be something then,

- That'd be separate.

- That I wouldn't specifically put in there. And that would be something that council could decide. Also there's been talk about staggering the elections. I think, you know, I see some concerns with that, because somebody would have to start out with running like two years in a row, if we were gonna stagger them like the school board does. So I'm not sure how that would work. But I, but I didn't wanna muddy the waters by putting in the amount of times. I just, limiting it, saying that consecutive terms, council can decide the terms, totally more than 12 years. That's where I'd like to start.

- Okay, Alder Lefebvre?

- You could potentially have the whole council gone. So that could be a, that could actually be a crisis. I mean,--

- Well, every other, every other year it could potentially have the whole council gone. But you could potentially have the whole council and the mayors if you did three year terms. However, I played that out a little bit with starting and three times four is 12, but it's,

- I'm kinda, I can see value in that, yet, I can see problems with it too.

- With the three years?

- So I'm kinda.

- So you're liking the two years better?

- Should we focus on a referendum of just, should we focus this discussion on term limits, period?

- Just term limits.

- We can discuss time later.

- Okay.

- Yeah, yeah.

- Yeah because that's not even something we can discuss right now.

- So let's just keep this on whether we're gonna have term limits

- Term limits.

- Referendums, yeah.

- Yeah, so, I don't know how you would, if we had a vote on that, I don't know how it would go, because I have, I know there's some value to that, but yet I do see problems that could come up. That's why I don't, this is something, I don't know. I gotta think more on it, I think. Get some more opinions from other people or.

- Alder Steuer?

- Mark? Yeah, ya gotta take the long walk, man.

- All the way up there? Oh yeah. I need the exercise. Actually I kinda like their proposal. 'Cause I was thinking of testifying about all the different elements that go into this, and it could be dicey. Would you be looking at from now, from now on?

- Yes.

- Or?

- No, it would not be retro, it couldn't be.

- [Alder Steuer] It wouldn't be retroactive, okay.

- It just couldn't be.

- That was,

- That wouldn't be right.

- That was just my one little point. Thank you.

- You bet. Are there any other alders that would like to speak? Alder Wery?

- [Alder Wery] Here. And I know you have a potential change to it to putting it, but you did vote on that, so the issue is term limits right now.

- Right.

- Right.

- [Alder Wery] And I don't know, maybe it can be corrected, but should the agenda read Mayor Schmitt's proposal? 'Cause it really didn't appear from nowhere.

- You know, I'll be honest with you, I don't know who put this item in here, but if he's the one that did, then he should certainly get credit for it.

- [Alder Wery] I mean he's been in the news saying it was his idea. I think it was State of the City saying that so, things should just be transparent.

- Yeah.

- Of where it came from.

- I don't have an issue with that.

- [Alder Wery] Okay, so maybe we could correct it, before it goes to council?

- Yeah we can do that.

- [Alder Wery] Couple points. I think it's a solution looking for a problem. Turnover's not an issue with the city council. It's not, you look at our current makeup, we have five with zero years experience. Five. Three with two years experience up to this point. One with four, one with six. So 10 our of the 12 have six years or less experience. Two have more than 12. So it's really, there's a natural progression that occurs, it takes care of itself. I haven't had anyone, I don't see a ground swell of people demanding this. I don't see anyone here, maybe, maybe there's someone from the public, but I don't, I haven't heard it. So far this has just been generated by the mayor. I see no need that all the sudden we have take this up. There is a means that if the public wants a referendum, that they can go out there and get the signatures, and put it on a referendum. The same thing came up when we voted on the mayor's removal. A lot of people said it shouldn't be our choice, it should be the people's choice, put it back on the people. Well, they didn't do anything about it. So I guess they didn't really care about it. So you know, maybe we should put the mayor's removal on a referendum, I don't know. It's very undemocratic, removing a voter's choice, is undemocratic, it's really insulting to the voters really. Telling them, you know what? You've had enough of that person. We think you need to move on. Hopefully the next person is just as good. I don't know, kinda call it I guess the Zima factor, really, ya know? Representatives from around the city can't remove someone they don't like. Whoever it is. In the future, the next 200 years. But term limit does that. Automatically. So the rest of the city's basically telling everybody, you can't have a good representative for a long time. You just can't. You're gonna have to suffer through some bad ones and some good ones. You can't have a good one long term. New is not always better. I mean I've served with a lot of new people throughout the years, some were real go-getters. Amazing. Some were bobble-head tag-alongs and they were two years and gone 'cause they didn't do the work. So, new isn't always better. It can be, can be. There's great benefits to experience. Long term elected officials a lot of time maintain their passion and vision or they're gone. I mean, I think our mayor would even tell you, his fourth term certainly he's been energetic and full of vision. Is he saying that he wished he wouldn't have served a fourth term 'cause he lacked vision and lacked, lacked the get up and go? I don't think he would say that, so I don't, He's kind of just, him personally is disproving what he's trying to do. Long term representatives build relationships with decision makers, they know the ins and outs of governance, they know the history of issues. They can say hey, we handled this 10 years ago, 20 years ago and here's what happened. You know Alderman Neneg, Alderman Zima, lots of people would bring it up and say, hey, we did that. Alderman Tyson, who served 30 some years. He knew issues that have been brought up multiple times that staff didn't even know. I sent, I think everybody on the council, just some links to articles. There are a lot of cities around the country who are experiencing maybe some issues they wish they hadn't done term limits. Because it empowers bureaucracy. If you have a constant turn over of the electoral branch, it empowers bureaucratic branch and even to some extent the mayor side. So I would not be for it, because I haven't heard an outcry about it and I think it's undemocratic. I don't think we need to put it to referendum. If the citizenry wants to do it, there's a means for them to do it, certainly. So, that's all I have.

- Does anyone have any questions for Alderman Wery?

- No, I had one gentleman call me and he said that yeah, he was gonna go out and get the petition. And that's what I feel it should be, because I was involved in something that we came forward, the council, we had to get thousands of signatures, months we spent, we got the signatures, we presented to the city council and then we got our referendum. But I think, yeah I think the, I believe in referendums, but I think they should be generated from the people who really care about it, and bring it forward.

- [Alder Wery] And I do think there perhaps is a danger of putting it on a fall election. Most people are there for federal and state. And that's their thought, federal state, federal state, federal state, so if they see term limits, yeah, we gotta get rid of the governor or their state representatives or senators after a certain amount of time. So will it be clear with everyone that it's about the city council and not higher levels now?

- Yeah but at the same point you're saying you don't wanna take away the will of the peoples.

- [Alder Wery] I'm saying if we are officially putting out there. I mean if they put it on and want it on fall, well then that's on the people.

- All right. Brian do you have anything? Is anyone in the public who would like to speak to this? I'll open up the floor. No? Okay. I'm torn. I mean when I ran, I ran against, there were five of us. The incumbent lost in the primary. I mean, I don't like taking away the will of the people to be able to choose who represents them. And I think that happens. Can good come of it? Yes. But can bad come of it I think also. And that's why, and I haven't had really any input other than what I've seen on social media. And if any of those people live in my district, they certainly haven't let me know about it. I guess I'm still on the fence. I haven't made up my mind just yet, exactly where I wanna go on this. It's, again, the country was based on people having the right to pick who represented 'em. And not having an ordinance or a law that takes people out of that play.

- President.

- Well right, and is that right? I mean, you know, I mean other states have it, but I just don't know if it's right to have term limits, I'm not sure. Like I said, I can see the good of it, and I can see the bad of it. And I guess I would like to, I'd be more interested in hearing what the public has to say. If they feel it's something that they wanna put their two cents in.

- The gentleman that called me, he couldn't come tonight, he just wanted to let me know what he was gonna do. But I think I would, to me, I prefer to wait to see if he gets the signatures. Then we know that there is a real push out there, that people are really concerned about it, to have a referendum. I wouldn't, I don't think I wanna do it right now. Just say let's have a referendum, and put it on the voter ballot and,

- But it's also our job to represent the people and if putting a referendum out to them gives them that opportunity,

- Yeah, that's what,

- I mean obviously look at how many people are here. How many people show up at all our meetings? I mean it's hard for 'em. And it's hard for them to get involved, and that's why they elect us to represent them also at the same time.

- Well for what I did, we did the work. We did the around the sidewalks, we were pounding pavement. We got the signatures to show that we were committed, concerned and enough people in the community were also committed and concerned and we presented it to the city council. We went through all the hoops. That's what they pretty well told us to do. We did it, we presented it and we got the city to approve it. To me personally I think people need to do the job. They can't just, you can't have just, you know a couple people comes, let's do it.

- So you had a referendum?

- Yes.

- What was it on?

- Move to amend.

- That's what?

- Move to amend, constitutional amendment to overturn the U.S. Supreme Court where the citizen, well, corporations were considered as citizens.

- Okay, did the referendum pass?

- Yes.

- Barb can you remind me, would your referendum be binding or non-binding?

- It would be binding.

- Binding, okay.

- There already was one. I mean there was precedent, there already was one, it was non-binding, and the public did want term limits. So that's why I'd like to say this would be binding.

- How many years ago was,

- I think 16 or 18. It was 92? Oh long time, I thought it was only,

- That was a good--

- No, no that's

- And it was a long time ago.

- Sentiment changes so I'd, yeah.

- But we can find that out via a referendum whether the sentiment changed. I think we should bring it to council. I think this is an item that council needs to talk about. And you have another Alder--

- Oh I'm sorry, yeah Mark. Yeah, it's,

- Make him get up again.

- You gotta walk again, you're getting your steps in today.

- I should move.

-Yeah.

- [Alder Steuer] Actually I'd like to thank the chair. I'd like to piggyback a little bit on what Alder Wery said. And he did send out some articles and I did read them. And I just, I'm just gonna read a couple little things here. This is from the New York Times. It says, "The bedrock of American democracy "is the voter's right to choose. "Term limits are seductive, promising relief from mediocre "self perpetuating incumbents and gridlocked legislatures. "They're also profoundly undemocratic, "arbitrarily denying voters the ability "to choose between good politicians and bad. "One common complaint of term limits "is that they force politicians to focus "on small work projects that can be achieved quickly, "rather than visionary ideas. "Most places that are trying to relax term limits "are likely to do so via the ballot box "with a referendum, but such elections do not attract "many voters, in the end a vote by the council "was probably the most democratic way "to address the matter." Now, granted this is only one opinion, but you know, like I said, I would prefer as Alder Dorff said, to listen to what the council says on this. You know, let's discuss it. And I'm on the fence as well. I'm about half and half as far as figuring out what to do with this.

- Okay, thank you.

- That's all I have.

- All right we have a motion on the floor?

- I'm about 50/50 as well. I mean I can see it, I can see the good, I can see the bad. I can see both sides of the story. But, I'd be happy to move this to council, and have the discussion amongst everyone.

- Sure.

-motion to what, to,

- Barb has a motion.

- You guys I'll, I guess I'll put the motion as having a binding referendum with this wording and then we can go from there at council. So I would move that beginning with, that we put to referendum, beginning with the 2019 election and for all elections thereafter, shall the total length of state service for the position of mayor, alderman, alderperson, and municipal judge be limited so that no person may be elected to consecutive terms totaling more than 12 years.

- Okay that's the motion. Do I have a second?

- I second that.

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

- [Several People] Aye.

- Oops!

- Point of clarification. Are you looking for the referendum to be scheduled for this fall?

- Yes, for November.

- Based on that motion? So that the 2019 spring elections?

- Right.

- Is when these would be enacted. Okay, I just wanted to understand that clearly, thank you.

- Right.

- Okay, all in favor?

- [Several People] Aye.

- And one, okay so we have three ayes and one no.

- Okay, okay.

- All right.

- [Brian] Is there enough time to put that on the ballot?

- There's just enough time. If we decide at the next council meeting.

- Okay, is everyone... All right.

- That's it.

- All right now onto informational. E1, recruitment initiated to add a one full time 4K nature teacher, and one full time 4K naturalist, beginning with the 2018-19 school year. Revenue from the Green Bay Public School District fully offsets the salaries and WRS benefits of both positions. Staff.

- So again there was a memo put together in your packet that outlines that there's a 4K program at the Wildlife Sanctuary and that the teachers and the naturalists out there are funded by the school district and that's why it's informational for you all.

- Is this kinda like the SRO program?

- It's, I guess,

- Are they employees of the city, but their salary is paid for by the school?

- Yes.

- That's correct, yes.

- Yes.

- Yes.

- Okay.

- Yes.

- Yeah that's correct.

- Contract.

- All right. And they answer to though, the city?

- Yes that's correct.

- In everything.

- The Wildlife Sanctuary superintendent's here.

- Okay, all right. Any questions? Comments? Concerns? Yeah, Brian.

- [Brian] And I think you answered some of these questions to me through email, but I'm not sure that I fully understood them, so they're not employees of the school district, they are city employees?

- That's correct.

- That's what they have been for years.

- [Brian] Okay, is there a reason? I mean I don't understand that, it says that the positions are contracted so they're not eligible for health insurance or other benefits offered by the city. So are they city employees or not?

- Yes, they are, they're contracted city employees that are funded by the school district. The school district gets a stipend per student that then is used to fund for the teacher and naturalist.

- [Brian] So they're like, I mean are they limited term employees?

- They're just contracted employees, that's how we consider 'em.

- [Brian] So they're paid like a 1099? Like a 1099 contractor?

- No, they have a bi-weekly wage. They're paid bi-weekly, they have a certain salary amount that they get, I mean they're hourly employees. They have a wage rate they get paid bi-weekly.

- [Brian] Okay, so they have some sort of classification then that makes them ineligible for other benefits? Okay. Okay, and has there been a challenge in these positions in terms of retention?

- We've had the program, this is gonna be our fifth year. And we're going on our third teacher. We have hired our, we have an offer out there that one person has accepted and we are looking for a second teacher at this time. So I think there is a challenge to it.

- [Brian] Okay, and so when we're looking at, can you just maybe explain a little bit what the qualification requirements are for each of these positions?

- Let's see here, you guys wanna explain that?

- Sure.

- You have better,

- [Mike] The teacher is a--

- You have to come up to the front.

- [Mike] Joe's a stickler. Finance Committee will let you get away with it.

- State your name.

- That's right.

- State your name please.

- Yeah, Mike Reed, superintendent of the Wildlife Sanctuary. The teacher is a early childhood licensed teacher from DPI, and the naturalist is a college graduate typically and has a background in biology or ecology and has been environmental education and then it would just depend on their background in environmental education, as to their hire.

- [Brian] Okay.

- The naturalist is an hourly position and the teacher is a salaried position.

- [Brian] Okay, are these positions competitively compensated for the skills and qualifications that are required?

- The salary we're able to offer is competitive with beginning salary within Green Bay School District for 4K teachers.

- [Brian] Without benefits.

- But with, they do get WRS, so they do get their retirement. We do workman's compensation is also paid for them. The only benefits they don't get are the health.

- [Brian] And dental, vision.

- All dental, vision, yes.

- What about vacation package?

- We actually have three paid days off for each position and that's better than the school district. School district has two paid days off for their teachers.

- Sick leave? Do they get sick leave?

- Well that would be part of the paid days off are, would be, they can use them,

- Okay but school district you get 10.

- Yeah right.

- You get 10 sick days.

- They can use them for whatever purpose they want or need to, to use 'em for. And as you're very familiar with this contracting, it's very similar to the contracting for teachers with the school district in the duration of the contract. It's a yearly renewal of the contract.

- Right, but the big difference is the health insurance?

- [Mike] Correct.

- And if I understand, you guys are adding on, so you anticipating adding more teachers in the future, is that correct?

- [Mike] Well, we would have the capacity to do one more class room if the demand was there.

- So how many classrooms would you have total then?

- [Mike] Well, we'll have two this year, then it would be three.

- And so you would look at three staff?

- [Mike] Three teachers and three naturalist.

- So that'd be six employees.

- Yes.

- Why wouldn't we wanna have the teachers be school employees and just have the school hire 'em, and install 'em?

- [Mike] Well this is considered a model three. So the model one is where the school district hires their own employees in their own building.

- Okay.

- [Mike] A model two is where the school district hires the employee and rents space in another facility.

- Okay.

- And they run their program there.

- Right.

- [Mike] A model three is a true partnership where the school district partners with an outside entity, here it's the Wildlife Sanctuary, but there's also Encompass has model threes. The YWCA has a model three and there'sI think, so there's about 13 of 'em. And then in that case the school district takes the per child reimbursement that they get from the state, they split that in half, they keep half of it, and do all the administrative part, child registrations, the immunization records, they do provide specialties so if we need a speech therapist they come in, if we need a physical therapist we did have a young girl with CP. And they send a physical therapist, so they provide those specialties. They give the facility the other half of that money and with that we hire the, pay the teacher and the naturalist, pay for supplies and electricity and other incidentals.

- So there's not enough money to pay for health insurance?

- [Mike] There's simply not enough money that we could, right, be able to pay health insurance benefits in that pot.

- And I understand the model, and that makes sense, and I didn't realize it was so widespread throughout our community. I mean all these different organizations. And I think that's a good idea. But, and I would imagine in all those places there's issues with money and compensation. But I struggle with wanting to get eventually six employees dedicated to the education of our children at their most formative years and their struggling every year that I either better find another source for insurance or I better not get sick, 'cause we know what it costs for out of pocket period. And I just wonder if that's good for the entire program to have the potential

for that turnover. I mean me personally, as much as I would love being out there doing that, as soon as an opportunity came up to go to a actual, get into a school where I would get that insurance benefit, you know they're gonna be jumping at that. And I, and I understand this isn't all our issue here.

- [Mike] Right.

- It's a collaborative effort, but I just wonder has there been much effort or any effort or is there an ongoing effort to try and to me, do the right thing and give them health insurance?

- I mean like through the city, like couldn't we potentially?

- [Mike] Well, if the city is willing to budget for that extra money to give them health insurance, I would not be opposed to it. We have one pot of money to run the program.

- And I understand.

- Right. You can't, yes.

- And every year we tell ya how much you have and that's it. And I understand, it's just we've got a cool program out there, and it seems to me, I haven't heard about anything like that anywhere else in this area, much less the state. And the fact that we're expanding on it I think is wow, commendably great. But at the same time, we--

- [Mike] For some people it is important, for others it's not. For insurance, if your spouse has insurance you can't double dip anymore. So if one member of the family has insurance you decide which insurance you're going with.

- It helps, sure.

- [Mike] But again, if we have the money available I'd be more than happy to see them get--

- And I don't want it to seem like I'm coming down on you, it's just, this was something, I heard some stuff about this, but I didn't realize exactly what was involved and how this works. And I guess, I would, you know, and it sounds like all we're doing tonight has been spending money that we don't have or that we haven't allocated. I mean I'm not lying to ya, ya know, between finance and personnel it seems like we've been doing a lot of that. But at the same time, this benefits our community. And I think to have six individuals in there that love what they're doing and have more of an incentive to stay year to year to continue to improve those programs, I think it would be a benefit to this community also.

- But is that why they left? Is that why the ones who left left?

- [Mike] No, a lot of 'em is you know, we had them move, the teachers that moved went for personal development reasons really more than anything. They went on, we will never be able to match,

- The salary.

- what the school district's salary eventually over the years can pay 'em and you know--

- Is that because there aren't raises built in?

- [Mike] Well, we have raises, we do the 2% raise for them.

- I'm talking about, the school obviously has systems in place to give 'em more than a cost of living increase. And we don't have that.

- Well right, and they can move, there's more movement within the school district.

- Yeah.

- [Mike] Some similar programs I will share with you in Milwaukee, they've had teachers that have stayed with the program for 10, 12 or more years. And are happy with that. It depends a lot on the individual.

- Because what? Is there a difference in their compensation in Milwaukee?

- [Mike] No, actually they pay less to some of their people in that program in Milwaukee. They're only in the $12 an hour. But they just love the program, they love working with the kids. But I don't think that should be, people who love that shouldn't be taken advantage of I'm sure you'll agree.

- Right, right, right.

- [Brian] How's the recruitment pool of candidates been?

- It's been very good. We, whenever we have a position we open it up we get a good,

- Lots of applicants.

- Yeah, we get a lot of applicants.

- [Brian] I mean right now, the way that it's classified, LTE, I mean if the city were to say, yeah we're gonna budget for health insurance and put these individuals you know, I mean in a similar position as most of our other staff, would that just be a reclassification?

- I think we need to look at our policy to see if they work the minimum hours qualify for health insurance.

- Right, 'cause it's only seasonal.

- That's gonna be another issue with that.

- Well 'cause all teachers are seasonal per se. Could we negotiate with the school board to maybe split it 50/50, I don't know, whatever, but I mean,

- There's no way. It's a model three, 'cause if that happened,

- Everyone gets,

- Then they all 13.

- Oh yes, yeah.

- Yeah that's not gonna happen.

- I think what we can do is explore options to see what we can do to get them benefits.

- Okay.

- That's what we can do.

- Yeah, and I think it's unlikely you're gonna have anything in place that affects this year, which is obviously, oh wait, it's a summer program?

- No no no.

- Oh sorry, it starts in September.

- It starts in September and runs through January. The regular school year.

- Not here yet. Okay. So obviously you're gonna have your staff in place by then. But you know, you can always offer the benefit later if you deem that we can budget for it. But I do think, I mean that's something I would ask this community to do is take a look at that and if there's a way that we can refer this to staff to figure out how we can, whatever we have to do to reclassify these employees, budget, whatever, to provide a benefit individuals that are highly trained, highly skilled and they can't even have health insurance for their families.

- Right.

- So my question would be, we can approve this item right here, do we, Brian or me or someone have to write something up so that for the next personnel meeting we can direct staff to start investigating.

- [Brian] That seems clean to me, and I'd gladly do that.

- Okay, all right.

- Or can we just do it tonight?

- Well so right now, it's an informational item. You just receive and place it on file. If you trust me and your staff to just explore the options you don't have to put anything in, but if you wanna put something in writing, go ahead and do it.

- Oh that's, I'm okay with that.

- We'll just stick,

- Are you okay with that?

- With trust?

- Trust.

- Trust.

- You're laughing too much.

- [Brian] No, I'm good with that.

- Okay.

- Now that we know how you feel it's.

- All right, all right, okay.

- And I can report back to Olivers and Johnson and we'll be fine.

- Sure, all right. Thank you very much.

- Thank you.

- Good luck with your upcoming school year.

- Thank you.

- I can't wait to see the finished product when you get the addition and the other classrooms up.

- Yeah, oh yeah, it's gonna be really,

- You're all being sent invitations.

- Do we need to take these each separately for informational or like just move to receive and place on file item one?

- You might have to suspend the rules for that.

- Oh what?

- Could take 'em all together. But,

- Okay, I,

- I think so,check with our city attorney.

- There's only two things.

- But I mean, for the most part, these are informational that I think you would just receive an place on file.

- Okay, I move to receive and place on file,

- Second.

- Item one.

- Okay a motion by Alder Dorff, second by Alder Corpus-Dax, all in favor?

- [Several People] Aye.

- None opposed. Number two recruitment initiated to add two full time criminalist specialist positions approved as part of the 2018 budget. Staff.

- So this is the 2018 budget where they budgeted for these two positions and were just informing you that they will be, we're going to recruitment and will be hiring these two positions.

- I've heard they already closed it because of the overwhelming response.

- [Man] Yeah we have interviews, interviews scheduled for next week.

- All right.

- Move to receive and place on file.

- Okay.

- Second.

- Motion by Alder Corpus-Dax, seconded by Alder Lefebvre, all in favor?

- [Several People] Aye.

- All right, last one. No, we have report of routine personal actions for regular employees.

- And you have that report in your packet, so if you have any questions.

- Nope.

- Move to receive and place on file.

- Second.

- Okay, motion by Alder Dorff, I'm gonna give the tie to Alder Corpus-Dax, all in favor?

- [Several People] Aye.

- All right, none opposed. Next meeting day is September 11th, 2018 after the finance meeting which starts at 4:30. Public hearings, we have nothing. Take a motion for adjournment.

- I'll move to adjourn.

- Second.

- All right, motion by Alder Lefebvre, second by Alder Corpus-Dax, all in favor?

- [Several People] Aye.

- Thank everyone for their diligence.

- Nice meeting.