



MINUTES OF THE PERSONNEL COMMITTEE

**TUESDAY, FEBRUARY 26, 2019, 4:30 PM
CITY HALL, ROOM 207**

A. ROLL CALL.

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

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

Others Present: Public Works Director Steve Grenier, Park, Recreation and Forestry Director Dan Ditscheit, Human Resources Director Joe Faulds, HR Operations Manager Melanie Falk and others.

B. APPROVAL OF THE AGENDA.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve the agenda.
Motion carried.

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

C. APPROVAL OF MINUTES.

I. Approval of the minutes from January 29, 2019.

Moved by Ald. Barbara Dorff, seconded by Ald. Kathy Lefebvre to approve. Motion carried.

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

D. REGULAR BUSINESS.

I. Consideration with possible action on request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

a. Electrician - Public Works

b. Park Maintenance Worker - Parks, Recreation & Forestry

Moved by Ald. Barbara Dorff, seconded by Ald. Kathy Lefebvre to approve. Motion carried.

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

2. Consideration with possible action to amend City of Green Bay Personnel Policy Chapter 9, Hours of Work and Fringe Benefits, Section 9.12, Holidays, to clarify that an employee must be on an authorized paid leave to be eligible for the holiday pay if unable to work the scheduled day preceding and the day immediately following the holiday.

Moved by Ald. Veronica Corpus-Dax, 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 approve the 2019 - 2021 labor agreement between the City of Green Bay and Amalgamated Transit Union, Local Division 857, Bus Operators.

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. 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

E. INFORMATIONAL.

I. Report of routine personnel actions for regular employees

Moved by Ald. Barbara Dorff, 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

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

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

VERBATIM MINUTES

- Alright, let's get the Personnel Committee rolling. We'll start out with roll call. Alder Galvin is here. Alder Lefebvre?
- Here.
- Alder Dorff?
- Here.
- Alder Corpus-Dax?
- Here.
- Alright, I'll entertain a motion for the agenda.
- Motion approved.
- Second.
- I have a motion to approve, and a second. All in favor?
- [Together] Aye.
- I'll entertain a motion on the minutes.
- Move to approve.
- Second.
- Second.
- Alright, I have a motion to approve and a tie on a second. All in favor?
- [Together] Aye.
- Alright, Regular Business.
- I'll just go ahead.
- Okay, I'm sorry.
- Yep.

- Number one, consideration with possible action on request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers. A, an Electrician for Public Works, and B, a Park Maintenance Worker for Parks, Recreation and Forestry. Staff.

- So we have two positions that are open, like you said, an Electrician and a Parks Maintenance Worker, and they're due to retirements. We do have memos in here, if you have any questions, we have Director Grenier and Director Ditscheit to answer them for you.

- I have no questions, does anyone else.

- I have no questions.

- No.

- Move to approve.

- Yeah.

- I have a motion to approve, and.

- Second.

- And a second, all in favor?

- [Together] Aye.

- Do you need to know who's doing the motions, I'm sorry.

- It might help, if you just gave their name.

- That was Alder Dorff on the motion to approve, and seconded by Alder Lefebvre.

- Gotcha.

- Number two, consideration with possible action to amend the City of Green Bay Personnel Policy Chapter 9, Hours of Work and Fringe Benefits, Section 9.12, Holidays, to clarify that an employee must be on an authorized paid leave to be eligible for the holiday pay if unable to work the scheduled day preceding and the day immediately following the holiday. Staff.

- So the policy, and I guess the intent that it's always had is that you have to work the day before a holiday and the day after to get the holiday pay. The previous required language that we had was just a little unclear whether or not it had to be an authorized paid leave, so that they don't get paid sick leave and vacation, which is authorized by a supervisor. We had a situation, well, we allow our employees to take furlough days if they want. And that's an unpaid leave, but it's also authorized. So the intent with our policy was to ensure that someone had authorized paid leave to get holiday pay. So what this means is that if someone has an authorized furlough day, it's unpaid, they will not get the holiday pay. And that's what the intent was, and we're just doing that to clear it up.

- Okay.

- It reflects the way we've administered this policy for many, many years.

- Past practice.
- Yes.
- Right, is this any particular unit, I don't remember at the PD, being like that. Yeah, I'm with you, I'm just.
- Your contract language may have been different. This has always been administrative policy.
- Alright, thank you. Any other questions, comments, concerns? I'll entertain a motion.
- Motion to approve.
- Second.
- Okay, I have a motion by Alder Corpus-Dax to approve, and second by Alder Dorff. All in favor?
- [Together] Aye.
- Any opposed? That passes unanimously. Number two, three, I'm sorry, number three. Consideration with possible action on a request to approve the 2019 to 2021 labor agreement between the City of Green Bay and the Amalgamated Transit Union, Local Division 857, Bus Operators. Staff.
- So what I'll do is I'll start with our summary that I have for you, and then, if there's any more specific questions, I talk about strategy or negotiation, we can go in closed session.
- Okay.
- And I think we probably need to, but, I'll leave that up to you guys.
- Okay.
- Alright.
- The tentative agreement that we have that's enclosed here as the clean version, a strikethrough version, there were not a lot of changes to it. So the transit union did approve it on February 16th this year, and then last week the transit commission approved it. So what some of the minor changes that we had was we did agree to a 2% increase for the next three years, between the City and the Union. We did, also, increase the premium pay, from 25 cents to 30 cents, and this is the estimated cost for the next three years, based upon what we did prior years and adding the five cents to that. And then we also added, which we're really excited about, is the Health 1265 for our drivers, and we think it's great that, and we have more employees involved in the program. We're also going to try and have our wellness coordinator go out there and have specific programs for our drivers to really help them improve on their health and their fitness with this. And so then with our amended language, we took out the language that talked about our limited service drivers, within one year, because we don't have the limited service driver route, right now. And then we also included in here, which was our Fair-Share language, which was amended to comply with our current law. So this past year, we had a U.S. Supreme Court case that talked about union members authorizing dues as deductions, and this was just amended to comply with that law. And then the duration agreement is for three years.
- Pretty minor.
- Mm hm.
- Any questions?

- Mm mm.
- No.
- Alright, I'll entertain a motion.
- I'd like to move to approve.
- Second.
- Second.
- Alright, I have a motion to approve by Alder Dorff, second by Alder Corpus-Dax. All in favor?
- [Together] Aye.
- And that passes unanimously. Under E, number one. Report of routine personnel actions for regular employees. I have no questions, does anyone on the committee have a question?
- I do not.
- Alright, and next meeting date, March 12, 2019.
- Do we have a motion to receive the Personnel Action.
- Oh, move to receive and place on file the Personnel Action Report.
- Okay.
- Second.
- Okay, I have a motion to approve by Alder Dorff, second by Alder Lefebvre. All in favor?
- [Together] Aye.
- Okay, and then next meeting date, March 12, 2019.
- Mm hm.
- Great.
- Alright, and I'll entertain a motion to adjourn.
- Motion to adjourn.
- Second.
- Motion to adjourn by Alder Corpus-Dax, second by Alder Dorff, all in favor?
- [Together] Aye.