



MINUTES OF THE PERSONNEL COMMITTEE

**TUESDAY, MAY 14, 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: Bill Galvin, Kathy Lefebvre, Veronica Corpus-Dax, Excused: Barbara Dorff

Others present: Ald. Mark Steuer, Mayor Eric Genrich, Chief of Staff Celestine Jeffreys, Asst. Development Director Cheryl Renier-Wigg, Finance Director Diana Ellenbecker, Public Works Director Steve Grenier, 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. Kathy Lefebvre to approve the agenda.
Motion carried.

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

C. APPROVAL OF MINUTES.

I. Approval of the minutes from April 9, 2019.

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

D. REGULAR BUSINESS.

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

- a. Sewer Maintenance Worker (3) - Public Works
- b. Public Works Superintendent (Streets) - Public Works

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

2. Consideration with possible action on request to reorganize the Mayor's office staff positions.

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

3. Consideration with possible action to amend City of Green Bay Personnel Policy Chapter 9, Hours of Work and Fringe Benefits, to include policy regarding a Volunteer Time Off Program.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to open the floor for discussion. Motion carried.

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

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to close the floor for discussion. Motion carried.

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

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to approve as amended with minor revisions to Section 9.12.1 and Section 9.12.2. Motion carried.

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

4. Consideration with possible action to amend City of Green Bay Personnel Policy Chapter 9, Hours of Work and Fringe Benefits, Section 9.2, Hours of Work, to include policies regarding Flex Scheduling and a Summer Work Schedule.

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

E. INFORMATIONAL.

1. Report of routine personnel actions for regular employees.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to receive and place on file.
Motion carried.

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

2. Next meeting date: June 11, 2019.

Meeting adjourned.

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

VERBATIM MINUTES

- All right, we will start the Personnel Committee meeting, we'll start with roll call. Alder Galvin, Chair, is present.

- Alder Corpus-Dax, present.

- Alder Lefebvre, present.

- And Alder Dorff is excused, also present is--

- Steuer.

- Alder Steuer and Mayor is also here. Looking for approval of the agenda?

- Motion approved.
- Second.
- All in favor?
- Aye.
- Aye.
- That passes unanimously. And an approval of the minutes?
- Motion.
- Second.
- All right, all in favor?
- Aye.
- Aye, that passes unanimously. On to regular business. Consideration with possible action on a request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers, staff?
- I see you have the Request to Fill forms in there. We had some resignations and retirements. If you have any questions on those positions we can answer them.
- Does anyone have any questions?
- No.
- No.
- I'll entertain a motion.
- Motion to approve.
- Second.
- All in favor?
- Aye.
- Aye.
- That passes unanimously. Number two, consideration of possible action on requests to reorganize the Mayor's office staff positions.

- And just for clarification, who approved the agenda? Do we have the motion?
- Corpus-Dax and I set it.
- Okay, thank you for that. So you have in your packet--
- Just the two of us are enough--
- The memo to reorganize the Mayor's positions. So the Mayor's office has four positions, the Mayor, Chief of Staff and then Executive Secretary and then a receptionist, so what we're looking to do is to reclassify the receptionist to an Executive Secretary to the Mayor and then an Executive Secretary position to a Community Relations Assistant, and both of them will be in pay grade G and both of them will serve at the pleasure of the mayor. So the Executive Secretary to the Mayor will be more of the internal responsibilities of taking on the phone calls, directing them to the appropriate staff, managing the Mayor's calendar, and setting up events for the Mayor's office. And then the Community Relations Assistant is going to be the constituent relations position. And I know last year the Common Council wanted to have an assistant to the Common Council and the Mayor thought it'd be important to have an assistant for the Common Council so this position will be working with the Mayor on constituent relations and also the Common Council as well and helping out with the research projects. And then the position will also be overseeing our special events process for the city. So if you look at the fiscal impact for 2019 for this budget, it will be a total decrease of just under \$2,000 but that's just for the 2019 year. For 2020, the salary will be about the same. It'll increase just like any other employee's will through our salary plan, but the benefits based on what our positions or what the individuals take may increase the budget from that. And then also looking at our future evaluation with the Community Relations Assistant, and then also the Chief of Staff position, we're going to be looking at those positions and the responsibilities between those two positions in about three to four months and see if there's any changes to them and make sure that the positions are in the right pay grade for what they're providing to the Mayor and to the city. So that'll be coming down the road and probably will be coming up for the budget next year.
- Okay, and kind of reading through this, but I didn't see anything about doing projects for council and I'm concerned that--
- It's starting from--
- That may become something of an overwhelming task, I mean, with 12 council members, this person's going to be pretty busy as it is. I'm just wondering if that's the reality or we're going to give it a try and see what happens.
- I think we're going to give it a try and see what happens, and I think that's going to be a part of evaluating the position, as well. Seeing, you know, what they can handle, what they can't handle and that's going to be part of the learning process, I think for the Common Council in that position as well, is what they can handle and maybe what you can handle for your Common Council, versus what maybe you guys can handle on your own.
- Any other questions?
- No. No, I think like you said, try it out and see what works.

- I'll entertain a motion.
- I'll make a motion that we approve the request for, let me get back to my agenda. Oops, it kicked me out.
- I'll make a motion to approve the request to reorganize the Mayor's office staff positions.
- I'll second it.
- We have a second, all right, all in favor?
- Aye.
- Aye.
- It kicked me out, so let's see how you do.
- Let me see.
- There we go.
- There, okay, all right. This thing is just driving me nuts.
- Okay, the next one up, Melanie?
- Okay, number three.
- You're good, okay. Consideration with possible action to amend The City of Green Bay Personnel Policy Chapter 9, Hours of Work and Fringe Benefits to include policy regarding a volunteer time-off program. Staff?
- So what I'll do, is I'll go through the process through the policy and 9.12, and I think Mayor Genrich will talk about more of the rationale and the reasoning behind it, so the employees that will be eligible for this volunteer time-off policy, and that means, getting paid time off to volunteer in the community, will be full-time employees and 37 half-hour employees, who are not represented by a bargaining unit. When I say a bargaining unit, what we are talking about is transit drivers and operators, firefighters, and police officers, so what I think I can do is go in here and clarify that to make sure it's for those departments, because we do have representation in DPW and Parks, they don't have full bargaining rights, but I want to make it clear that those employees would be eligible for it. And then with eligibility after six months, that's to give the employee time to be acclimated to the position so that they don't have to worry about volunteering or take a vacation. They can just focus on acclimating to the position. So then other ways I guess you'd be ineligible would be if you receive any disciplinary action within six months, or if you're on a performance improvement plan or if you're on a leave of absence of any kind. So the amount of time that is being proposed for our employees would be up to 24 hours per calendar year, and then for 2019 when it starts in July 1st, it will be 16 hours of VTO time. And then the time can only be used during the employee's working hours, and also that the VTO time cannot be carried over or accrued, and it can never be paid out. It also cannot be used for

overtime purposes. So the VTO time can only be used for the sole purpose of volunteering and for the actual time volunteering. So that, well then, when I talk about the increments, we're hoping that people use them in half-day and full-day increments, but we know that volunteering opportunities can differ, so people might want to use shorter increments, and that can work with the supervisor and the responsibilities that will allow for that. So the procedure will be for an employee to fill out a volunteer time off form and this will be an electronic form that will go to the supervisor, and there needs to be reasonable advanced notice given to the supervisor. Then the supervisor can consult with HR if they have any questions or concerns about approving the request, and then once approval is given, the employee will then soon be able to volunteer for the event. Once the employee volunteers, or after they volunteer, they then will fill out a verification form that says the organization, the number of hours, and the date that they volunteered, so we can verify the number of hours that were volunteered. And then we have in here, language about that the organization cannot discriminate based on protected class against individuals, and that's really very typical language that we have in a lot of our contracts where we can terminate an agreement if the organization or entity discriminates against a protected class. And then last item we have on here is that we can modify, amend, or discontinue the program at any time. Last thing I'd like to add is that with this benefit, this is no additional cost to the budget. We're not cutting any services for the public. I think it's going to help improve employee engagement, morale, productivity, and I think it's going to make a difference in the community.

- So police, fire, transit. So how many employees does that leave us that are eligible for this, roughly?

- About 500.

- About 500.

- About 500? And it'll be regulated so you don't have everybody off on one day for one function?

- Yep, that's correct.

- Okay, and is it possible to get a report back maybe next year?

- That's what we're--

- To see exactly what the results were?

- Yeah I think for this policy and then also the summer hours, as well. We'll report back, and I think summer schedules will be different but, yeah, we'll report back. I think a year and a half would be a good time to report back, probably not six months or a year, but then I think, about three years would be a good amount of time to get a trend, but yeah. We can report back six months, a year from now.

- A year, I mean, it's going to take a while to get past it and get implemented and get rolling, so. A year, year and a half would be a decent amount of time.

- I think it's a good idea. Sounds reasonable and I've heard of companies do this all the time for their employees and like they said, it's a good way to keep and retain your employees.

- Want to--

- Let the Mayor--

- Alder Steuer?

- [Alder Steuer] Should I come up?

- Sure.

- Thank you, Chair. So I just need a little clarification. You guys mentioned that there would be no... With this in place, that there would be no time lost or services, and I guess I just needed to clarify that. I think the fact is that you will be taking some time away, but you're saying that there will be full coverage regardless?

- Mm-hmm.

- So I guess that's just what I needed to hear.

- Yeah so there will be no additional cost to the budget, so we're not increasing any salaries, it's not increasing any cost to the budget. And then when it comes to time lost, so many people are off. It has to be approved to make sure that we're not cutting any services, then additionally, I looked at if we have a 40-hour employee that's given 24 hours to volunteer, that'd be about 1% of their time that is taken away from the work. So we'll make sure that no services are being lost to the public.

- Well, I'll wait for the Mayor to speak as well, because I might have a few other questions.

- All right, thank you.

- That's all I have.

- Mayor Genrich?

- Well thank you all for having me here at the Committee and for entertaining this policy change. For me, it's really about creating that 21st century workplace, we've seen a lot of employers in the private sector move in this direction as Alder Lefebvre was alluding to. And so I just think it's important for us to keep up on that front. We aren't always able to keep up, when you're talking about salaries and other things, so identifying those areas where we can be really competitive I think is important. So that's the big piece of it. The other thing obviously is, I'm just very interested in making sure that employees in the City of Green Bay feel valued and respected, feel as though that they can be active members of the community as well. We had a press conference yesterday kind of unveiling this to a number of nonprofits, and we received a lot of support obviously from that sector. This was an idea that was brought to me by a member of the nonprofit sector over at Big Brothers Big Sisters, Katie Hess, who's their Executive Director. So it's something that I included in my campaign platform. On a parallel track, this was something that Director Faulds was already working on, so very excited to move forward with this, hoping that Common Council shares, identifies this as an area that we can really improve. As I said, employee morale, and also demonstrate that we're interested in making a difference in the community. Be happy to answer any questions that the Committee has.

- Are there any questions? Alder Steuer?

- All right, thanks.

- [Alder Steuer] Well I don't know if I--

- Do you mind coming up here? If you do, just for the microphones.

- All right, yeah, I think I understand the concept, and I realize that that article, or the agenda that we had talked about six out of 10 folks, it's kind of aim toward the one ails potentially. I mean, amongst other folks, so like I said, I'm just more or less interested in the bottom line to make sure that... That we're not short-staffing or we're denying certain functions to citizens, things on that order. I don't know.

- I guess I would assume like, okay now, right after winter's out, pothole time. We're not going to be letting DPW workers off to go and do volunteer work when we've got a long list of road repairs and stuff to be made.

- That's my assumption, would be along those lines.

- Supervisors.

- Depending on when we have some busy times versus non-busy times, and I think it's on the supervisors and the department heads to make sure that we're not cutting services for the public and we're allowing our employees to use it when it's a reasonable time for the city and for the employee to use it. So yes, that's, I would agree.

- It's going to require some collaboration between management and the employees and the volunteer organization that they're working with, and I think everyone's going to have to understand that you can't just walk in today and say, "I want off tomorrow to go do something," it's going to be, hey they have this, I'll just say Habitat for Humanity next month to build a house, and I volunteered to work out this day. You know, does it work? And if the supervisor looks at the schedule and everything, and it does, it's kind of like when we let employees off of work above and beyond what is allowed, the supervisor has that right to say, "Yeah, we're very heavy-staffed right now "because it's a slow time of the year. "Take off."

- I'm thinking that same line where if it's winter and maybe we are a little bit slower, but you get hit with a snowstorm, and maybe I had this, vacate this volunteer time off planned. We get hit with a snowstorm, the supervisor reserves the right to say, "Sorry, you can't, you can't. We have work that needs to get done."

- Right.

- Right.

- Well I think it's also important to make sure that the folks that are taking the time off are doing the volunteer work, and I guess that's the trust that you'd have with your employees.

- Well it sounds like there's going to be some checks and balances on that to make sure that well first, if the organization that they're working for is an accredited organization that the city feels doesn't violate, like we were talking about, any kind of state or federal laws or anything else like that, and then they're going to coordinate with that organization to verify that they were actually there. I mean, we trust they're adults and we trust that they're responsible and mature. And there's always a few bad apples everywhere, that, but I, again, my experience has been with the different departments, those supervisors will handle those that try to misuse this. Just like vacation time or sick time.

- I still think it's important, too, for the measurables, like you mentioned Alder Galvin, that over time, that just to kind of do bookkeeping but also to really see what effect it does have.

- Right, I mean you figure 500 employees doing this, that's 1,500 days worth of work, the impact they could have on some of our organizations in our community could be substantial. And I agree, it gives them a feeling of self-worth. It kind of gives us pride as city employees that we're doing this, much like when city employees participate in like the Bellin Run, to raise money and things like that, so I think it's got a lot of potential. Sure, there's areas for concern just like with any new thing that we try out, but I'm hopeful that this'll pan out and be a win-win for everybody.

- I think for council, too, it would be nice to have the information out there, to say, okay, the private sector, there's X amount percentage that is being utilized for this type of thing. It would be nice to have that, just to have as much information as possible at council because there may be some pushback. I'm not saying completely, but I think it's important to have all that information.

- Is that possible, Joe? Just local organizations, business and that, to have some of them that are participating in things like this?

- Yeah and I can tell you from the research I've done, too, a lot of private companies will give five, 10 days off, and we understand that we are a municipality and that we can't always give the same amount of benefits that regular companies do. That's why we felt like three days was enough to actually give people the ability to make an impact, but it wasn't too much to really have that concern for using taxpayer dollars.

- Now the three days, is that going to be concurrent? Consecutive, or will it be one day at a time? I suppose it depends on the department.

- Again, it's the department and the needs of the department and the project around it.

- All right.

- Sure.

- Yeah, you know, like I said, if at the end of a year, year and a half, we can say, hey, out of 500 employees, so many days were given to charities, these were the charities that benefited from it, I think that would give us a pretty good idea of how things were going. At the same time we can see were there any issues, any problems that had to be overcome.

- All right, that's all I have.

- Because like Joe said, we have the right as a community, as a city, to end this program at any time, and if there's abuse or it's not working, then. You know what, nothing ventured, nothing gained, and I think we have a lot to gain here if this works out.

- All right, that's good. Thank you.

- If someone in the audience would like to speak.

- I'll take a motion to open the floor.

- I'll make a motion to open the floor.

- Second.

- Second, all in favor?

- Aye.

- Aye.

- The floor is open, if anybody would like to address this committee, I'd ask that you just step up to the podium, please?

- Hi, Fluffy Aerts. I'm President of AFSCME Local 1889. Joe, you didn't mention AFSCME employees, which represents mostly support staff.

- Mm-hmm.

- They are not--

- They would be eligible.

- They would what?

- They would be eligible.

- They would be eligible?

- I'm not sure why they would not be.

- Oh okay, because you just said transit, fire, police, and not just in those departments, is it every department that they'd be eligible?

- Yeah so what I mentioned was transit, fire, and police departments, they have full bargaining rights, so we would have to negotiate that into the contract if they want this policy, whereas every other employee would be eligible for this.

- Oh I got it, okay. Thank you.
- Yep no problem.
- Thank you.
- Anyone else in the crowd like to address this committee? All right. Not happy. Motion to close the floor?
- I'll make a motion to close the floor.
- Second.
- All in favor?
- Aye.
- Aye, I'll entertain a motion.
- Motion to approve... The action to amend--
- I'm sorry, like I said, we'll have that slight amendment to add, I don't know if that's what we were getting at, sorry about that to interrupt. So I do think that we could add in there, transit, fire, and PD to clarify in the second paragraph, and then I think there's also kind of a clerical, scrivener's error maybe in the first paragraph that we'd like to just change the second sentence to "The purpose of the VTO program is to further that "mission by allowing employees to support local causes, "charities, and nonprofits to serve the community "where we live and work." Right now it says "by serving," so if you're going to make a motion to approve, I think just say "motion approved as amended."
- Okay.
- Motion approved as amended.
- Second.
- All in favor?
- Aye.
- Aye.
- Aye, that passes unanimously.
- Thanks, I'll see you all soon.
- Next, are you ready, Melanie?
- It's being a little slow.

- That's all right.

- Let me just see, there we go.

- All right, number four, consideration with possible action to amend City of Green Bay Personnel Policy Chapter 9 Hours of Work and Fringe Benefits, Section 9.2, Hours of Work, to include policies regarding flex scheduling and a summer work schedule.

- So this is really going off, again, just a work-life balance for our employees. With the flex scheduling portion of it, this is really already, it's more of a formality than anything else, our department's already scheduling-- or excuse me, flexing hours for our employees so there's the time where our employees have medical appointments or they might show up late because of daycare, anything like that where we're able to flex their schedule to allow them to have, make up their time. Either coming in early, working through lunch, or staying late. So this is more of a formality of the flex scheduling, but with the summer hours, I see that as an extension of flex scheduling, as allowing our employees to have that flexible schedule by showing the employees that we value them, we value their input. And also to make sure that we're providing the same service to the public. So the proposal for court hours and City Hall would be a 7:30 AM to 5:00 PM, Monday through Thursday, and then 7:30 AM to 11:30 AM Friday, and this is starting Memorial Day weekend and going through Labor Day weekend. And this, we look at this as able to extend the hours in the morning 30 minutes and then the evening 30 minutes, and this is going to give the public more accessibility to City Hall to physically get here. And then we also look at our city website. We've made a lot of improvements, we've put a lot of resources into that, where we provide a lot of services and resources to the public for them to use our city website. So if you look at our request for service tab, they can go on there, they can request services for inspection, sanitation, sidewalk and pavement, traffic, parks, street, erosion control, recreation, and graffiti. There's a lot they can do even there, and then each department has their own responsibility to respond to these requests. If you look at the City Clerk webpage where you can apply for licenses, individuals can look at the website, they can print off an application, they can mail it in. The City Clerk's office can review it, and they can then mail it back to the applicant with the license in the mail as well. So you don't even have to physically come to City Hall to get those licenses. And then they also have a lot of information on the website about voting and elections, like where you can register to vote, who is on the ballot, where is your polling location, and you can request an absentee ballot. But then most of our departments have the same type of thing, so community and economic development, you can apply for a permit. You can submit it online, it can be reviewed digitally. It can be approved by city staff, the payment can be submitted online, and then we can issue the permit via email or through the mail. Then also looking at some of the complaints in scheduling, you can have complaints be submitted through the website and then I believe the scheduling of inspections we're doing over the phone at this time. For the Parks Department, again you can do a lot of this through the website, you can request reservations for park programs, you can register for programs through our city website, and the bulk of that occurs during the winter/spring time period. So then, during the summer hours, our administrative staff is really just working on the support and the billing for those services that we're providing. Then again, for DPW, a lot of the services are online. A lot of information on press releases, on bridge closures, where you can drop off for your waste or have yard waste and brush collection. And then if you look at the parking needs, we have a mobile parking app that people can use on their phone, we have information on parking ramps online, and also you can request an overnight parking request through online as well. So there's not much that is not online. It's actually kind of difficult to find things that you have to

physically be here for. I believe one thing you do have to be here for is for a concrete sidewalk builder. I believe you have to come and you show them the physical stamp that they're using. I think there's also for obstruction and excavation permits, you need to be here in person to handle. And then block party and revocable occupancy permits can be found online, but you apply in person, as well. So there's a lot of information that we can obtain through the websites, I think that the summer hours is a combination of just showing that flexibility for our city staff and then also providing the same amount of service to the public. So I think it's going to be a good balance of having that flexibility but not losing and sacrificing our service to the public.

- Okay, and I have actually used it today for the first time, request for services. Had a little bit of a problem with it, but I think that might be more attributed to the fat thumbs than the system. But we spend a lot of money on this system, and it's almost unheard of because we're not promoting it, and I mean, you can have the greatest product in the world and the greatest store, but if nobody knows it's there, it's not going to get any action. And for something like this to work and to take effect we have to do more than do a sound bite on Channel 4. We need to get the information out there, and I understand that there's costs involved with that, but we need to reach out to the media, we need to reach out to other sources and still understand there's going to be Ma and Pa that maybe don't want to, or it's just not their thing yet. I mean, obviously in 20 years, everyone'll be doing this and beyond. But it seems to me that even with the hours that you have scheduled that we'll be able to cover really almost what would be a normal work week.

- Yeah and to go off what your point was, I think this is a great opportunity for us to educate the public on the city website, and I'm working with IT to put together a tutorial on how to use our website a little bit better. So that'll be sent out with a link, with a press release on the hours that we have proposed for summer hours.

- Okay.

- And then I'm working with IT to make sure that from time to time, we have more tutorial videos that people can watch and learn more about how to use the park webpage and how to use the DWP webpage--

- Right.

- And stuff like that.

- And I think we need to pursue this long term. Not just because we're going to be doing the summer hours. This is something that, I know Mark does, I'm sure you two do, I get a lot of calls from people that I have to then collate and then reach out to the right city employee, and they get back to me, I'm encouraging, in fact I just put out a newsletter to the Astor Neighborhood Association explaining how to use this website, although I put the caveat on, if you don't get the response you want or you don't get a timely response, then reach out to me, and then I can reach out to the city and see what's happening or why it's not happening. But I'm encouraging more and more people to report those sidewalks that aren't shoveled or sidewalks that need to be replaced or even if they have a good idea for a city service on how to improve it, I think we should encourage this use. Once people get to understand how this works a lot more, and it's impressive when you look at it. There was a lot of questions about the money that was spent on it, but, and I'm not a techie, but it seems like we got an awful lot here, and it's impressive, and I like it.

- And you know, Friday afternoons, a lot, especially in the summer, a lot of people are leaving for vacation and different things, and so if they're going to do something Friday, they'll probably do it in the morning anyway. And I don't think City Hall in the summer is that busy on a Friday afternoon, most people are, you know. So I don't think it's a big problem.

- Right, and if they want to leave early on Friday, this gives them the opportunity to finish their regular workday and still get to City Hall if they need to--

- Right.

- To get something done.

- Anyone else, Mark?

- Mark?

- [Mark] I was out there, can you refresh the beginning of this?

- Yeah this is the, we're elongating the hours for some of the city employees, Monday through Thursday, and shortening those hours on Friday.

- [Mark] All right, okay.

- And the idea is that, a lot of the city services that people say they may not be able to get are going to be more than ample opportunity either with those extended hours or by going through the city's website.

- [Mark] Just to clarify, those extended hours would be what, I mean, on Monday through Thursday?

- Joe?

- It's 7:30 AM to 5:00 PM.

- [Mark] Actually I've got a copy of that.

- You do, okay.

- [Mark] I just haven't looked through them.

- Oh, did you...

- [Mark] I think I'm doing okay.

- Yeah so we're adding, what is it Joe? An hour, hour and a half?

- So we're adding an hour each day, it's a half hour in the morning and a half hour at night.

- Okay, all right, any other comments or concerns from anybody? All right, I'll entertain a motion.
- Motion that we approve number four, consideration for possible flex hours for working out, would it be called flex hours? Yeah, flex hour scheduling and summer work schedule.
- Okay.
- I will second that.
- All in favor?
- Aye.
- Aye.
- Aye, all right. Does anyone have any questions about the report on routine personnel actions for regular employees?
- I do not.
- All right, then I think, wait I always forget with this, what we do in this one, we just--
- You can just--
- Just receive?
- Just receive the file.
- Yeah I'll entertain a motion on this.
- Someone to receive and place on file?
- Second.
- All in favor?
- Aye.
- Aye.
- Aye, and our next meeting is June 11th, 2019. This meeting is adjourned, thank you!
- Yes, success!
- 30 minutes!