



AGENDA OF THE PERSONNEL COMMITTEE

**TUESDAY, JUNE 11, 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

B. Approval of the Agenda.

C. Approval of Minutes.

- I. Approval of the minutes from May 14, 2019.

D. Regular Business.

- I. Consideration with possible action on request by Ald. Galvin to examine and determine salary and benefits for the Oak Learning Center at the Wildlife Sanctuary to see if other funding sources can be used to get their pay and benefits closer to GBAPS salaries and benefits.

E. Informational.

- I. Memorandum of agreement between the City of Green Bay and Green Bay Fire Fighters Local 141 on creating a committee to assist in researching and testing equipment and apparatus prior to purchases.
2. Report of routine personnel actions for regular employees.
3. Next meeting date: July 9, 2019.

F. Public Hearings.

G. Adjournment.

- 1) THIS MEETING IS RECORDED: THE VIDEO OF THIS MEETING AND MINUTES ARE AVAILABLE ONLINE AT www.greenbaywi.gov

- 2) **ACCESSIBILITY:** Any person wishing to attend who requires special accommodation because of a disability, should contact the City Safety Manager at 920-448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
- 3) **QUORUM:** Please take notice that a majority or quorum of the Common Council will attend this Personnel Committee meeting and will constitute a meeting of the Common Council for purposes of discussion and information gathering relative to this agenda.
- 4) **REPRESENTATION:** The party requesting the communication, or their representative, should be present at this meeting.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 11, 2019

PREPARED BY

AGENDA ITEM # D.I.

Consideration with possible action on request by Ald. Galvin to examine and determine salary and benefits for the Oak Learning Center at the Wildlife Sanctuary to see if other funding sources can be used to get their pay and benefits closer to GBAPS salaries and benefits.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Personnel Committee Memo - WLS Oak Learning Center Employee Salary and Benefits 6-11-19
2. 4K Teacher-Naturalist Health Dental 2019

MEMORANDUM



Human Resources Department

To: Personnel Committee

From: Joseph W. Faulds, Human Resources Director

Re: WLS Oak Learning Center Employee Benefits

Date: June 11, 2019

Costs of Benefits for the WLS 4k Teacher and Naturalist Positions

The City has two (2) Teacher positions and two (2) Naturalist positions at the WLS 4k Oak Learning Center. The salary and benefit costs for all of the positions are attached to this memo. If the Common Council decides to add benefits to the four positions, then the cost will be at least \$64,263.17 for the 2020 budget.

The City receives funding from the Green Bay School District on a per student basis to fund the salaries for the four positions. The previous funding per student was \$2,300 which will increase to \$2,500 this upcoming year. The additional funds that the City receives this year will be used for any additional furnishing that the new building may need, additional 4k supplies and equipment, and hopefully to save and build up funds to pay for a new exploration area.

At this time there are no funding sources from the Parks Department or any other City Department to fund these positions.

**4K TEACHER AND 4K NATURALIST
HEALTH & DENTAL COSTS FOR 1 YEAR OF COVERAGE**

Benefit	Monthly Premium	Employee Monthly Rate	Employer Monthly Rate	Employer Annual Cost Per Position	Employer Annual Cost (4) Positions
Family Coverage - Employee Pays 12.5%					
Health	\$1,543.90	\$192.99	\$1,350.91	\$16,210.95	\$70,287.84
Humana Dental	\$129.62	\$16.20	\$113.42	\$1,361.01	
				\$17,571.96	
Family Coverage Prorated @ 80% FTE - Employee Pays 20%					
Health	\$1,543.90	\$308.78	\$1,235.12	\$14,821.44	\$64,263.17
Humana Dental	\$129.62	\$25.92	\$103.70	\$1,244.35	
				\$16,065.79	
Single Coverage - Employee Pays 12.5%					
Health	\$637.38	\$79.67	\$557.71	\$6,692.49	\$28,561.26
Humana Dental	\$42.65	\$5.33	\$37.32	\$447.83	
				\$7,140.32	
Single Coverage Prorated @ 80% FTE - Employee Pays 20%					
Health	\$637.38	\$127.48	\$509.90	\$6,118.85	\$26,113.15
Humana Dental	\$42.65	\$8.53	\$34.12	\$409.44	
				\$6,528.29	

*Vision Insurance - there is no cost to the City, the full premium is paid by the employee.
Premium rates range from \$2.94 to \$11.02 bi-weekly.

Position		Salary	FICA/Medicare	WRS/Medicare	Annual Salary	Annual Salary + Benefits		
4K Teachers							Per Position	For 2 Positions
		\$ 37,576.80		\$ 7,874.49	\$ 45,451.29	Salary + Fam Cov @ 12.5%	\$ 63,023.25	\$ 126,046.50
		\$ 37,576.80		\$ 7,874.49	\$ 45,451.29	Salary + Fam Cov @ 80% FTE	\$ 61,517.08	\$ 123,034.16
					\$ 90,902.58	Salary + Single Cov @ 12.5%	\$ 52,591.61	\$ 105,183.21
						Salary + Single Cov @ 80% FTE	\$ 51,979.58	\$ 103,959.16
Naturalist								
		\$ 22,533.84	\$ 10,345.91		\$ 32,879.75	Salary + Fam Cov @ 12.5%	\$ 50,451.71	\$ 100,903.42
		\$ 22,533.84	\$ 10,345.91		\$ 32,879.75	Salary + Fam Cov @ 80% FTE	\$ 48,945.54	\$ 97,891.08
					\$ 65,759.50	Salary + Single Cov @ 12.5%	\$ 40,020.07	\$ 80,040.13
						Salary + Single Cov @ 80% FTE	\$ 39,408.04	\$ 78,816.08



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 11, 2019

PREPARED BY

AGENDA ITEM # E.I.

Memorandum of agreement between the City of Green Bay and Green Bay Fire Fighters Local 141 on creating a committee to assist in researching and testing equipment and apparatus prior to purchases.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Green Bay Fire Fighters Local 141 Memorandum of Agreement



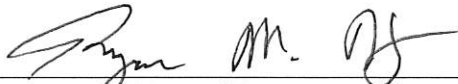
Green Bay Fire Fighters Local 141

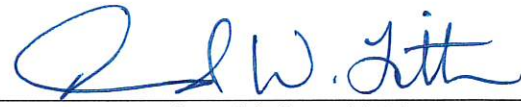
Representing Green Bay Metro, De Pere, Bellevue, and Austin Straubel Inter. Airport

5/9/2019

Memorandum of Agreement

Whereas committees are created to assist the department in researching and testing certain equipment and apparatus before purchasing, the City of Green Bay and I.A.F.F. Local 141 recognize the importance of compensating members for the work performed on committees. The work performed on these committee's is not work normally performed by the employees. In accordance with Fair Labor Standard Act (FLSA) Section (29 U.S.C. 207(g)), Local 141 agrees with the City of Green Bay to create a compensation scale for any members only serving on the following committees: Apparatus Spec, Equipment/Extrication, and SCBA. These rates will only be used to compensate for committee work, and all other pay rates will stay as is. The rate will be the hourly rate of the employees' position, paid out at the Paramedic Pay Rate (Private 6+, Engineer 11+, Lieutenant 17+, Captain) plus the hourly SCBA Pay according to Article 24.1.3 of the L141 Contract. Committee selection will continue to be chosen based on seniority and qualifications.


Local 141 President Ryan Hintz


Fire Chief David Litton

5/13/19

Date

5/10/19

Date


Joe Faulds, Human Resources Director

5/10/19

Date

**REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
June 11, 2019**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Electrician	Department of Public Works - Traffic	Eric VanLaanen	5/20/2019
Building Maintenance Technician	Department of Public Works - Operations	Jeffrey LaPlant	5/13/2019
Transit Operator	Transit	Eddie Moore	5/20/2019
Park Maintenance Worker	Parks, Recreation and Forestry	Joshua Lewis	6/3/2019
Patrol Officer	Police	Ariana Klemens	5/20/2019
Patrol Officer	Police	Noah Heuvelmans	5/20/2019
Laborer - Street	Department of Public Works - Street	Joerg Schmidt	5/20/2019
Seasonal Maintenance Employee	Department of Public Works - Street	Maxwell Minor	6/6/2019
Dispatcher	Transit	Kaitlyn Pogrnt	6/3/2019
Seasonal Maintenance	Community and Economic Development	Michael Michaels	6/11/2019
Community Relations Assistant	Mayor	Jered Vogeltanz	6/3/2019
Sewer Maintenance Worker	Department of Public Works - Sewers	Lucas Cravillion	6/10/2019
Seasonal Maintenance Employee	Department of Public Works - Parking	Dustin Graf	6/3/2019
Seasonal Engineering Aide	DPW - Engineering	Johnathon Paque	6/3/2019
Seasonal Engineering Aide	DPW - Engineering	Zoe Hamilton	6/10/2019
<u>Transfer</u>			
Building Maintenance Tech	Department of Public Works - Streets	Padraig Fahey	6/3/2019
Laborer - Streets			
Receptionist	Mayor	Terry Sorelle	4/16/2019
Executive Secretary to the Mayor			
<u>Promotion</u>			
Engineering Aide II	Department of Public Works - Engineering	Robert Woldt	5/28/2019
Engineering Technician			
<u>Grade/Step Change</u>			
Purchasing Assistant	Purchasing - Administrative Services	Becky Maccoux	6/1/2019
Criminalistic Specialist	Police	Kristen McMullen	4/1/2019
Dispatcher	Transit	Ashton James	5/5/2019
Superintendent	Department of Public Works - Sewers	David Wiesman	6/1/2019
Park Ranger	Parks, Recreation & Forestry - Wildlife Sanctuary	Austin Larsen	5/18/2019
Mechanic	Department of Public Works	Bryan Landis	5/29/2019
Sewer Worker Foreperson	Department of Public Works - Operations	Scott Martens	6/1/2019
Mechanic Foreperson	Department of Public Works - Operations	Robert Lee	6/1/2019
Mechanic	Parks, Recreation & Forestry	Peter Smet	4/30/2019
Operations Supervisor	Transit	Bret VanNuland	5/26/2019
Parking Building Technician	Department of Public Works - Parking	Emmett Parks	6/1/2019
Parking Building Technician	Department of Public Works - Parking	Alycia Verboncouer	6/1/2019
Account Clerk II	Department of Public Works - Parking	Paulette Cook	6/1/2019
Account Clerk III	Department of Public Works - Parking	Melinda Stacie	6/1/2019
Support Assistant	Fire	Carri Prigge	6/4/2019
Account Clerk II	Finance	Kala Winkler	6/1/2019
Patrol Officer	Police	Zachary Cantie	6/5/2019
Criminalistic Specialist	Police	Michelle Czarneski	6/3/2019
Sr. Accountant	Finance	Kimberly Rivest	6/1/2019
Financial Analyst PT	Finance	Sheri Hallsten	6/1/2019
Dispatcher	Transit	Patrick Schmidt	6/1/2019
Operations Supervisor	Transit	Chris Braatz	6/1/2019
Dispatcher	Transit	Katharine Shelly	6/1/2019
Mechanic	Police	Todd Buth	6/1/2019
Administrative Supervisor	Department of Public Works - Administration	Elizabeth Nadolski Spears	6/1/2019
<u>End of Probation</u>			
Carpenter	Parks, Recreation and Forestry	Gary Faulkner	5/8/2019
<u>End of Employment</u>			
Sewer Maintenance Worker	Department of Public Works - Sewers	John Stencil	6/3/2019
Sewer Maintenance Worker	Department of Public Works - Sewers	Peter Schreiner	6/3/2019
Patrol Officer	Police	Alex Roberts	6/11/2019
Operations Supervisor	Transit	Brett Vannuland	6/17/2019