



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, AUGUST 13, 2019, 4:30 PM

CITY HALL, ROOM 207

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

A. ROLL CALL.

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

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

Others present: Ald. Brian Johnson, Ald. Mark Steuer, City Attorney Vanessa Chavez, Police Chief Andrew Smith, Fire Chief David Litton, HR Director Joe Faulds, Finance Director Diana Ellenbecker, Assistant Finance Director Pam Manley, Police Lieutenant Ben Allen, HR Generalist Jen Smits and others.

B. APPROVAL OF THE AGENDA.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax 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 July 9, 2019.

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 fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

- a. Truck Driver (Streets) - Public Works
- b. Parking Enforcement Officer - Public Works
- c. 4K Naturalist - Parks, Recreation & Forestry

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

2. Consideration with possible action on request to reclassify the Parks, Recreation & Forestry HVAC Specialist position from Pay Grade G of the City Pay Plan to Grade H.

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

3. Update and discussion on Green Bay Professional Police Association labor negotiations

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 go into closed session.
Motion carried.

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

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to return to open session.
Motion carried.

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

Moved by Ald. Barbara Dorff, seconded by Ald. Kathy Lefebvre to direct staff to proceed as discussed in closed session. Motion carried.

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

4. Update and discussion on Green Bay Fire Fighters Local 141 labor negotiations

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. Veronica Corpus-Dax to go into closed session.
Motion carried.

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

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Kathy Lefebvre to return to open session. Motion carried.

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

Moved by Ald. Kathy Lefebvre, seconded by Ald. Veronica Corpus-Dax to direct staff to proceed as discussed in closed session. Motion carried.

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

E. INFORMATIONAL.

1. Information on amendment to Chapter 9 Hours and Benefits to add the GB CARES program.

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

2. 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

3. Next meeting date: September 10, 2019.

F. PUBLIC HEARINGS.

G. ADJOURNMENT.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to adjourn. Motion carried.

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

VERBATIM MINUTES

Bill Galvin: Personnel portion of this meeting. Is everybody on board it? Okay, we'll start with roll call. Alder Galvin is present.

Barbara Dorff: Alder Dorff is present.

Veronica Corpus-Dax: Alder Corpus-Dax is present.

Kathy Lefebvre: Alder Kathy Lefebvre present.

Bill: Also, in the gallery is Alder Johnson and Alder Steuer. Move for approval of the agenda.

Veronica: Move to approve the agenda, second.

Bill: The motion to approve in a second. All in favor

Participants: Aye.

Bill: That passes. The approval of the minutes from July 9th, 2019.

Kathy: It's moved.

Corpus Second.

Bill: I have a motion to approve by Alder Lefebvre seconded by Alder Corpus-Dax, all in favor.

Participants: Aye.

Bill: That passes unanimously. On to our regular business. Number one, consideration with possible action or request to fill the following replacement positions and all subsequent vacancy resulting from internal transfers. (a) truck driver for streets in public works, (b) parking enforcement officer for Public Works, (c) a 4K naturalist for parks recreation and Forestry.

Joe: You do have a request to fill in your packet. If you have any questions, we can answer those.

Bill: Does anybody have any questions or concerns. I'll entertain a motion.

Veronica: Motion to approve.

Barbara: Second.

Bill: I have a motion to approve by Alder Corpus-Dax, seconded by Alder Dorff. All in favor?

Participants: Aye.

Bill: That passes unanimously. Number-- I'm sorry.

Mark Steuer: I just had one quick question.

Bill: I'm sorry, Mark.

Mark: Well, I never really raised my hand aside, so I should've. Anyway, 4K naturalist position is there anything above and beyond what was here as far as details? I realized that's at the wildlife sanctuary, correct?

Bill: Yes, sir.

Mark: Is there another just data? I don't have any other things.

Barbara: What did you mean?

Mark: Well, this is more or less just to replace and to fill the following replacement positions. I don't know, maybe I'm out of turn for asking.

Bill: Well, normally the two teachers in the 4K are from last year. They have reapplied or they offered that position?

Joe: They're offering the position again. Director Ditscheit, do you have any information? Is this with the retirement?

Director: Yes, just some details, filled in details.

Bill: We had a 4K naturalist who's been with the program for a few years now. She accepted another position for a similar type job in another state.

Barbara: I understand.

Bill: She decided two weeks ago to accept that position. All we're doing is filling that. Do you have any other questions?

Mark: That will be all for that. Thank you.

Bill: All right, we'll move on to item two, consideration of possible action and request to reclassify the parks recreation and forestry HVAC specialist position from a grade G of the city pay plan to grade H.

Joe: You do have enclosed the reclassification that Director Ditscheit filled out. I think he laid it out pretty well, the rationale behind it. The position is taken on more HVAC duties and usually, when a position takes up more of the same duties, we don't give a pay increase, but the duties are more complex. That's why our consultant recommended we go up to H, and then we'd only go up to I if the state certification. Then you have the financial aspect in there. That would go up on pay grade and going forward, it would increase the budget because there's more steps in a higher pay grade, but I do believe it's acceptable based on the responsibilities of the position.

Bill: Sure. Any questions?

Participants: No.

Bill: Anybody questions out in the crowd? No? All right, I'll entertain a motion.

Barbara: Move to approve.

Kathy: Second

Bill: I have a motion to approve by Alder Dorf, seconded by Alder Lefebvre. All in favor?

Participants: Aye.

Bill: Aye, that passes unanimously. Number three, update and discussion on the Green Bay Professional Police Association labor negotiations. Staff.

Joe: We've started labor negotiations and we'd like to go on a closed session to talk to you about it.

Barbara: Move to go into closed session.

Veronica: Second.

Bill: I have a motion by Alder Dorf, seconded by Alder Corpus-Dax going into closed session. All in favor?

Barbara: The committee may convene in closed session pursuant to 19.85 (1) (e) Wisconsin Statutes for purposes of deliberating and negotiating public and play contracts for competitive or bargaining reasons. The committee may thereafter reconvene an open session pursuant to 19.85 (2) Wisconsin Statutes to report the results of the closed session and consider the balance of the agenda. Now we can vote.

Bill: All.

Kathy: Second.

Bill: I have a second. All in favor?

Participants: Aye.

Speaker: Who made the motion? I'm sorry.

Bill: Then Kathy made the second.

Barbara: I'd like to make a motion that staff go- proceed as directed. No, did we say--? Yes, proceed as directed in closed session.

Kathy: Second.

Bill: I have a second. All in favor.

Participants: Aye.

Bill: That passes unanimously.

Kathy: I second it.

Joe: You second it? Okay.

Barbara: Don't get real comfortable guys.

Mark: Yes, I'm not sitting down.

Bill: All right, item number four. Update and discussion of Green Bay Firefighters Local 141 labor negotiations.

Joe: Well, I started negotiation with the fire union. I'd like to move to closed session to talk about it.

Bill: Okay, I will entertain a motion.

Kathy: Somebody else

Kathy: I'll make the motion to move into closed session.

Veronica: Second.

Bill: Kathy, would you read it, please?

Kathy: I got to go back here.

Barbara: I can read it.

Kathy: Okay, why don't you.

Barbara: The committee may convene in closed session pursuant to 19.85 (1) (e) Wisconsin Statute for the purpose of deliberating or negotiate public employee contracts for competitive or bargaining reasons. The committee may thereafter reconvene in open session pursuant to 19.85 (2) Wisconsin Statutes to report the results of the closed session and to consider the balance of the agenda. All those in favor?

Participants: Aye.

Barbara: No, you have to say that.

Bill: Yes, all those in favor?

Participants: Aye.

Bill: Opposed? None, that passes unanimously. I have a motion from Alder Corpus-Dax and a second by Alder Lefebvre to go back in open session. All in favor?

Participants: Aye.

Bill: All right, we're back to open session. All right, I'll entertain a motion.

Veronica: Motion for staff to proceed as directed.

Bill: I need a second.

Barbara: Second.

Bill: Okay, a motion by Alder Corpus-Dax, and seconded by Alder Dorff. All in favor?

Participants: Aye.

Bill: All right. We'll move on to the next item, E, information. Information and amendment to chapter nine, hours and benefits to add the GB Cares Program. You guys need a second?

Mark: No, we're good.

Bill: You're good. All right, staff.

Joe: The Common Council was presented with a volunteer time off policy to allow employees paid time off to volunteer. Then I asked for the staff to go back and look at some more research and to prepare another program. What we've presented you and I'm looking at the Green Bay Cares document that has Green Bay Cares on top, not the policy. What we've looked at is that the Green Bay Cares program is a benefit for employees that allows them to take paid time off to provide community service to support nonprofit organization located within the city limits.

That means that it has to be for a nonprofit and it has to be within the city limits. Those are two kind of changes from the last one. The purpose of this is for our employees to give back to the community. For them to give back to the community on a personal level- and I think a byproduct from that is to allow the HR department the ability to recruit and retain employees and then also improve employee engagement and morale.

We looked at some municipal and private programs and from the Society of HR management, which is called SHRM, it shows that 25% of companies and nonprofits are using some type of volunteer time off policy. Feel free to jump in too if you guys have any questions as well. Do you have it, Alder Dorff?

Barbara: Not the one this is policy, right?

Joe: Not the one, yes. It says, "Green Bay Cares" on top. Are you looking at that one?

Barbara: Okay. Yes, I was. I think that you were just further than I was-

Joe: Sorry.

Barbara: - when you started.

Joe: On the second page.

Barbara: All right, I get it.

Joe: I'm looking at municipalities and state governments right now. I did reach out to some municipalities, either email or over the phone. The City of University Park, they have what's called an Uplift Employee Volunteer Program. They have eight hours where employees can

volunteer throughout the year. Then they also pay for box lunches, T-shirts, transportation, and equipment.

Then in Aurora, they have what's called a Lend a Hand Aurora, where employees are allowed eight hours where they can volunteer for a charity of their choice. It's a little different between those two. Then Morrisville, North Carolina, they allow employees up to 16 hours per year to volunteer at an approved agency by the municipality. Then, you can see some quotes I have in here.

This is the HR director in Morrisville, he stated that people have concerns about donating their own money to causes. They felt like a lot of them, the donated time was a way for them to give back to the community. Then in Marion, Kansas, it has the most hours that they offer for paid volunteer leave. They get 24 hours. They stated that they approve it just like any other paid time off.

Then, with Kansas City, Missouri, they allow eight hours of paid leave to volunteer and they include to volunteer in the school district with that one. If you look at the state of Indiana, this is for the state employees. They allow seven half hours because of the workdays, seven half hours to volunteer for a year. One quote from their Supercell department director was that it's an

Incredible employee engagement experience. Any organization that wants to light a fire in their employees in some way, I think charitable work is a great way to do that. Then, state of Virginia, they allow it up to 16 hours of paid leave per year, then they add an additional eight hours if you helped out at the fire department.

Then, we looked at private organizations, national, international and it's a wide variety. I was in the private sector. Some companies allow for unlimited paid time off to volunteer and another company allows of two months off to volunteer at an environmental group of their choice. Then, we also looked at local companies and the Volunteer Center of Brown County, they reached out to local companies and this is the response that we got. The responses ranged from eight hours per year to volunteer, either for a company-sponsored event or the event they're choosing. It went all the way up to 24 hours. That was the responses we got, it could be more or less but that was based on the responses.

Barbara: Some of those local companies are Ameriprise.

Joe: Yes, Ameriprise food, Associated Bank. Then Bank at Westenberg allows up to 16 hours for full time, eight hours for part-time. Elevate 97, allows for 24 hours per year. Humana allows for eight hours per year. At Stantec consulting, I think they close their office for one day of the year. I think they're doing some work and they're hoping that this year, they're going to close the office and do the work in the city of Green Bay. That's really cool to hear. Whitley does the same thing, they close their office in September and they allow one day for their employees to volunteer.

In the next page, we're looking at the annual budget for the GB Cares program. We've had a lot of discussion on this before about all the time being used for this and what the cost that would be. What you're going to see here is that we have indirect cost. This is the cost of employees, not at their desks or not on the field that are volunteering and providing community service.

What eight dollars of service will equate to, is less than 0.4% of employees annual hours of work, this is an average of \$141.85 per employee, so we got a hundred percent utilization, so this is for all eligible employees, this does not include fire, transit, or police, it's about 500 employees. This is around \$70,000 a year if everyone utilized eight hours, that's about \$17,731.25 if 25% utilization rate.

Then, you can see with our direct cost, some municipalities paid for T-shirts and they pay for transportation or box lunches. We're not looking to do that, we're asking the employee to do that in their own, so there'd be zero direct cost. We may look into T-shirts for employees but that could be paid for by the teacher or it could be paid for by the city and that'd be a minimal cost, but right now we're not looking into that.

Again, the total cost would be \$17,000 to \$70,000. There's one quote up here where they asked an individual about the time lost, if that's a big concern and the individual said, "It's actually the opposite." He thinks it improves the morale and that the time loss is actually made up by the engagement on it. That's I think what we're trying to push, as well as that the morale and engagement that we're going to get from this will outweigh any cost that we have that are indirect costs.

Barbara: When you're saying in a direct cost, this isn't additional money needed for us to put in the budget. It's already in the budget, it would be like taking a sick day or a vacation day. That money is already budgeted, so we're not actually paying \$70,000 more or \$17,000.

Bill: Yes, that's correct. What we're asking for is for an additional eight hours where you use it or lose it throughout the year, that would be used to volunteer and provide community service in the community. That's what we're asking. That's no additional cost to the budget.

Then, I worked with the Community and Economic Development Outreach Team to look over our goals for this. They actually were the ones that came up with Green Bay Cares as well, or GB cares. The initial goals were about 2,000 community service hours, that's about 50% participation. That might be a little high, these are just rough goals right now, so you might be changing that but we like to have a goal to have participation from all eligible city departments.

I would also like to be able to publicize GB Cares on the city's social media, our city newsletter. We'd like to engage more with the Volunteer Center Brown County, the Green Bay Community Foundation and other nonprofits to really set up these community service opportunities for our employees. Perhaps, we could create GB cares T-shirts and give those out to people when they volunteer. I think that'd be a pretty cool-

Barbara: That would be pretty cool.

Joe: - publicity for them. Some future goals, we'd have to just measure our numbers and our goal attainment. We want to see how many people are using it and then, also, if we're reaching the goals that you set out. Then we want to look at what type of community service events people are working on. There might be certain events that really are tailored to the city that we might want to focus on. Also, measure the impact of each program, like how many houses are built if they work with Habitat for Humanity temerity, how many trees are planted and things like that. Then, just evaluate the program annually and report back to the Common Council.

Again, there was some feedback from the Outreach Team and then also some other employees as well, but a lot of the common themes were, we got to make sure that these volunteer hours are verifiable, not just for employees and supervisors, but also for the taxpayers. Then the employees said that they really wanted to have the flexibility to choose what nonprofit they wanted to serve and help on the community.

There's a couple of quotes, I don't need to give all of them, but I think a big one was that this will be a great opportunity for us a team-build within our departments and across the other departments. I think that's a big thing for this GB Cares program to break down the silos I think between our departments and also depth for that team-building. I think it's also going to break down some silos between our employees, and the community members that we get out there, talk to them and get their feedback in what's going on. Really get a pulse of the community.

Barbara: I'll tell the quote that hit me the most was the one that, "City employees are oftentimes viewed as the bad guys in the eyes of the community. We have to be the people handing out parking tickets, issuing code violations, denying permit applications and what we accept these responsibilities as necessary parts of our jobs, it can take a heavy toll on a person. This program would give employees an opportunity to be the good guys and feel we're making a direct, positive impact on someone else's day." I read that and I just love that quote. It's very good.

Kathy: Very true.

Barbara: Very true, yes.

Joe: Then there's a picture on the bottom with members from our Community Economic Development Team. I think they're volunteering for an event on their own time, I think we got a picture of them. Would you like me to go-- Go ahead.

Kathy: No, I'm just saying, I'm reading through all this and everything and I find this- it's very well done. I think this is something that we can offer because right now, the pool of employees are narrowing and we can't give stuff that private companies can give, raises, all these benefits and everything. This is something we can give without hurting our bottom line.

Joe: That's exactly what we're trying to do.

Bill: Mark.

Mark: Thanks, Bill. On the other hand, a lot of phone calls that I've gotten even though I think there's a lot of good things with this, I'm getting pushback from citizens, who say that- to be paid, so to speak, to volunteer. How are you dealing with some of the pushback maybe that you've heard on that?

Joe: Well, I've heard some pushback that people say that "You're being paid to volunteer." and I can just say, "I've never been to a volunteer event." Someone asked me if I'm using a personal day or not using personal volunteer day or using personal day. I think people just want to know, are you there to help out? I think it's odd when people say, "You should do it on your own time." But if you take a personal day to do it, you're still getting paid by the city to be there.

Bill: Personal vacation day.

Joe: There's a philosophical debate, are you really volunteering? I think it's more about-- I'm looking at it as a benefit for employees, I'm looking at it as improving our community and let our employees get out in the community and help.

Mark: I do like Alder Lefebvre's point that she just made, but somebody suggested to me, I was having a conversation with a citizen, they said, "What about--" You have three personal days, correct?

Joe: Yes.

Mark: They said, "If you did two of those days as volunteer, the perk would be that you still have one day left and then you possibly could get another personal day." It's like a little bit of negotiation. I don't know if that's even something that could be you looked at.

Joe: I think that's part of this discussion today. That's why it's informational because there's a lot of different ways to slice it, and I've heard a lot of different-- It's not a lot, other alderpersons suggest something like that. I think what's difficult for me is I don't want to put a burden on supervisors to have more tracking to do. We did propose, initially, 24 hours. I do think 16 and 24 hours is a way to really do it right, but I do want to baby step into this.

I think, initially eight hours gives our supervisors time to learn it, our employees time to learn it. I think when we're trading our personal days or vacation days, it takes away the unique benefits that we're trying to gain that advantage or stay on par with the private companies. Because if we're taking away personal days, now we're even farther away from the private companies.

Joe: Yes, it's a good idea that we can explore.

Mark: What about some of the volunteered time? Are you looking at like, maybe two-hour block versus a four-hour block? You could spread it out over a period of time, as long as the supervisors are good with that.

Joe: Yes, that's correct. You could spread it out as many days as you want, as long as it's approved and the demands of the job would be in that, just like vacation or any other time.

Mark: Okay, thank you.

Barbara: This is just informational, there's no action what we going to be taking on it.

Joe: Yes, I don't know if you want me to talk about the policy generally. I know that some concerns where that we didn't want to have people volunteering for any political affiliation, so we do have the policy that it has to be a good standing 501(c)(3), they can't be politically affiliated. Also, we reduced it from 24 hours to eight hours paid. There's a lot of different ways, I've had a lot of different suggestions from alders on how to do that, and this is just what we have proposed right now. I'm open to ideas and suggestions.

Bill: Was there a restriction on where it could be done?

Joe: Yes and the restriction was within the city limits.

Barbara: Okay, I like that.

Joe: The nonprofit doesn't have to be headquartered in the city of Green Bay. That would be hard to do, but the event has to be within the city limits. That way, the taxpayer dollars are staying within the city limits.

Bill: Brian.

Brian: Joe, is there a reason this is informational and not an action item?

Joe: I think it's, from my perspective, I want it to be informational because I was hoping to get more feedback before we took action on it. That was my perspective on it.

Brian: It's there a time for anyone there as far as when we want this?

Joe: Yes, thanks. That's a good question. We'd like this to start January 1st of 2020, so we do have plenty of time to talk about it.

Bill: Well, imagine now it'll be out in the media, so you should expecting to get some feedback shortly. Do you want another listening session then, after a while? When would you like to schedule another meeting with this?

Joe: I think that's really up to you guys. Do we want this to go to Common Council as informational? Or do we want just the personnel community to work on this and work with staff on it?

Bill: I'd prefer that, personnel.

Barbara: I would too.

Bill: I'd hate to see it get shut down in Council.

Veronica: I think we should bring it to Council when it's ready to go and then see how people--

Kathy: Then, discuss it.

Bill: Let's give it some time for the--

Barbara: Let's give it some time.

Bill: The other council members certainly will give some feedback, I'm sure. We can forward that information to you, or they can attend one of the meetings, but I'd like to see us meet in say a month. That'll put it into September and we can make a decision where we're going to go from there.

Barbara: Our next regular personnel meet-- Sure.

Bill: Yes, Brian.

Brian: Just a couple of questions.

Bill: Go ahead.

Brian: Joe, what kind of time do you expect it's going to take to track all of these forms?

Joe: I don't think it's going to take a lot of time to track the forms because we're going to have an electronic form that people are going to fill out. That'll go to the supervisor. The supervisor will then look at it. I think that's kind of backend from HR. I think HR and supervisor, they should not take too much time to track the number of hours that go on. That's kind of their job, is to track the turnover rates, the hiring, everything. That's as part of HR's job to do that.

Brian: Okay, one of the things that I brought up the last time this issue came up. I agree with you, is being paid considered volunteered time or not? I think at that point you're talking semantics. At the end of the day, it's we're redirecting resources. I think, as a council, that's I think the debate that we need to engage in is whether or not the redirect is what we're looking for and we'll achieve the result that we're looking for. The one question that they do have, it's in-- I posed this last time too, it is which problem is it that we're trying to solve? It sounds like employee morale issue, trying to be more competitive.

Joe: To answer that question, I don't think it's an employee morale question that we're trying to solve. I think it's more of a compensation package or benefits package that we're trying to separate ourselves from other municipalities and other organizations. To be a little unique and also get some good publicity while we're in the community in order to provide that community service.

I think when you talk about employee morale, I think if you stop focusing on it, it's going to go to the wayside. I think this is a program where we allow employees to get out and the purpose is we use time off to volunteer. It's going to help improve our morale. That way, we don't have to worry about it when it gets bad. We can worry about it while still good and keep improving on it.

Brian: One of the things that I would just maybe comment on because I know when this eventually gets the full Council, you're going to be challenged on this. I see a lot of anecdotal evidence in here about why this might be a good thing, but I'm not seeing any statistical evidence that it's backing up that this is a good thing. Have you come across any of that data?

Joe: Yes, the last time I provided this policy, they had a lot of numbers in it but I took those numbers out because the individuals that came to Common Council, they had sheets and sheets, and they sent that to the Common Council I'm pretty sure with all the data that shows the percentage of employees that morale gets improved, percentage of employees that want to work for the employer that provides volunteer time. I can provide that again for the Common Council. I can provide more hard numbers on the survey data.

Bill: Kathy?

Kathy: I just thought of instead of putting volunteer in there, maybe you can change the word because, like you said, some people, when they hear that and they say, "No it's not supposed

to be paid." They'll be stuck on that. If we can put down community service or put another word in there, it has a different connotation to it.

Joe: Yes, and that's a big reason why our employees came up with the name of Green Bay Cares or GB Cares because it is going to be community service in the community. The reason why I struggle saying volunteer a lot, is because in the HR world, we call it the volunteer time off policy. That's just how I remember it, but you're right. It's the GB Cares program and we're providing community service in the community.

Kathy: That's what we got to keep talking of.

Joe: I know, I got to remember.

Kathy: Keep pushing that.

Bill: All right, anyone else? I'll entertain a motion.

Barbara: To do what? Move to receive it and place it on file.

Bill: Do we want to set another meeting then?

Joe: Yes, I guess you could direct the staff to come back.

Bill: In one month?

Joe: In one month.

Kathy: To out next regular.

Bill: Well, that's going to be in two weeks or one month?

Barbara: One month.

Kathy: No, the one month.

Joe: I think you just receive it and place it on file. I'll get it back and then--

Bill: All right. Motion?

Barbara: Motion to receive and place on file.

Bill: All right. We have Alder Dorff and a motion to receive and place it on file. Alder Lefebvre seconded, all in favor?

Participants: Yes.

Bill: Next we just have a report on our routine personnel actions. Does anyone have any questions on that? Okay. I'll entertain a motion on that.

Bill: Do you want to receive and place on file the report?

Joe: You can receive it and place it on file too.

Bill: Okay, move to receive and place on file the report of routine personnel actions.

Kathy: Second.

Bill: I have a motion and a second, all in favor?

Participants: Aye.

Bill: Any opposed? No, that passes unanimously. I think that's it.

Kathy: Yes. I move to adjourn.

Bill: I don't have any--

Barbara: You don't have the-- I'm sorry, the next meeting on September 10th, 2019 and then, move to adjourn.

Bill: Move to adjourn, second?

Kathy: Second.

Bill: All in favor?

Participants: Aye.

Bill: We're out of here.

Speaker: Sorry, who made the motion and seconded?

Bill: Alder Dorff, seconded by Alder Lefebvre.

[00:27:33] [END OF AUDIO]