



MINUTES OF THE COMMON COUNCIL

**TUESDAY, OCTOBER 15, 2019, 6:00 PM
COUNCIL CHAMBERS
ROOM 203, CITY HALL**

A. ROLL CALL.

Present: Craig Stevens, Mark Steuer, Kathy Lefebvre, Randy Scannell, Brian Johnson, Veronica Corpus-Dax, Andy Nicholson, John VanderLeest, Chris Wery, Jesse Brunette, Barbara Dorff, Bill Galvin

B. PLEDGE OF ALLEGIANCE.

C. INVOCATION.

I. The invocation was led by Alder Christopher Wery.

D. APPROVAL OF MINUTES.

Moved by Ald. Andy Nicholson, seconded by Ald. Randy Scannell to approve. Motion carried.

I. Approval of the minutes of the October 1, 2019 Common Council meeting.

E. APPROVAL OF THE AGENDA.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve. Motion carried.

F. REPORT BY THE MAYOR.

G. ANNOUNCEMENTS.

H. APPOINTMENTS.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to confirm the appointments. Motion carried.

I. New Appointments:

Downtown Business Improvement District Board

Jim DuBois, 118 S. Washington St., Green Bay, WI 54301

Term to expire: December 01, 2019

Economic Development Authority

Glen Sherman, 924 Emilie Street, Green Bay, WI 54301

Term to Expire: June 1, 2020

I. PUBLIC HEARINGS.

No one appeared to speak on the resolution or ordinance.

1. Resolution authorizing conditional-use approval at 621 South Clay Street.

2. Zoning Ordinance 8-19

An Ordinance amending Zoning Ordinance 7-16, relating to a Planned Unit Development (PUD) Overlay District for Properties located in the 2400 Block of Sturgeon Bay Road (2400 Block of University Avenue).

J. ORDINANCES - SECOND READING FOR ADOPTION.

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to suspend the rules and take up items 1 and 2 with roll call vote. Motion carried.

Moved by Ald. Randy Scannell, seconded by Ald. Mark Steuer to adopt items 1 and 2. Motion carried.

Yes- Andy Nicholson, Barbara Dorff, Bill Galvin, Brian Johnson, Chris Wery, Craig Stevens, Jesse Brunette, John VanderLeest, Mark Steuer, Randy Scannell, Veronica Corpus-Dax, Kathy Lefebvre

1. General Ordinance No. 21-19

An ordinance to repeal section 15.54 and to create section 15.83(1)(a) of the Green Bay Municipal Code, relating to building code.

2. Zoning Ordinance 8-19

An Ordinance amending Zoning Ordinance 7-16, relating to a Planned Unit Development (PUD) Overlay District for Properties located in the 2400 Block of Sturgeon Bay Road (2400 Block of University Avenue).

K. REPORT OF THE REDEVELOPMENT AUTHORITY (OCTOBER 8, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Kathy Lefebvre to approve. Motion carried.

1. To approve the Gorman & Company proposal and have staff draft a planning option or term sheet to be brought back at the next meeting for redevelopment of the parking lot located on the 200 block of North Monroe Avenue.

The Council may convene in closed session pursuant to Sections 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating the sale of public properties, investing of public funds or conducting other specified public business as necessary for competitive or bargaining reasons. The Council may thereafter reconvene in open session pursuant to Section 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

2. To approve Development Agreement 19-03 with Miller Land Investments, LLC, for One Astor Park at 100 E. Mason Street, 120 E. Mason Street, and Washington Street (Tax Parcels 15-168-A, 15-2, and 15-168), subject to minor legal and technical revisions.

The Council may convene in closed session pursuant to Sections 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating the sale of public properties, investing of public funds or conducting other specified public business as necessary for competitive or bargaining reasons. The Council may thereafter reconvene in open session pursuant to Section 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

3. To approve the projects ranked and recommended by the Public Arts Commission for use of the \$27,000 CDBG beautification projects balance.

L. REPORT OF THE IMPROVEMENT & SERVICES COMMITTEE (OCTOBER 9, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve with the exception of item 4. Motion carried.

1. To receive and place on file the request by Ald. Brunette on amending the City's ordinance on landscaping, weeds, vegetation, and gardens on residential lots (held from the September 25, 2019 Improvement and Services Committee meeting).

2. To direct staff to develop a plan to address improving flooding issues by removing dirt in ditches and around culverts on Hillcrest Drive specifically near Westway Drive and report back at the October 23, 2019 meeting of the Improvement and Services Committee.

3. To receive and place on file the request by Ald. Dorff that the Department of Public Works, when it is developing its 2020 services plan, prioritizes all areas in the City where residential flooding is occurring and that in-depth research and planning continues to be done to prevent future flooding with the understanding that this will be an extensive and expensive plan when completed.

4. To refer to the Mayor's Office the request by Ald. Dorff that the Department of Public Works and Improvement and Services consider the proposal from Brown County to partner with the City of Green Bay to change and improve drainage in the Nicolet Drive and Beach Lane areas and to include the necessary funding in the 2020 budget.

Moved by Ald. Randy Scannell, seconded by Ald. Veronica Corpus-Dax to approve item 4.

Moved by Ald. Barbara Dorff, seconded by Ald. Andy Nicholson to open the floor for discussion.
Motion carried.

Moved by Ald. Mark Steuer, seconded by Ald. Randy Scannell to close the floor. Motion carried.

Moved by Ald. Brian Johnson, seconded by Ald. Mark Steuer to amend by removing "and to include the necessary funding in the 2020 budget." Motion carried.

Moved by Ald. Randy Scannell, seconded by Ald. Mark Steuer to approve item 4 as amended. Motion carried.

5. To receive and place on file the request by Ald. Galvin to reconstruct on Congress Street and Spring Street.

6. To refer to the Traffic, Bicycle, and Pedestrian Commission the request by Ald. Galvin to put in a crosswalk lighting system on East Mason Street at Hartung Street, similar to crosswalk lighting on South Webster Avenue at the hospitals, for the East River Trail crossing.

7. To receive and place on file the request by Ald. Vander Leest on behalf of Kennedy School and parents of students that City plow crews plow Chantel Street from 9th Street to 7th Street in front of Kennedy School during school hours and after school hours as buses and parents pick up and drop off students, and to continue to give consideration to primary routes, including schools and bus routes.

8. To approve the report of the Purchasing Manager:

A. To award a 3-year contract to Garrow Oil Company for diesel and unleaded fuel for the estimated amount of \$5,201,316 (\$1,733,772/YR), with options for two 1-year renewals.

9. To approve the award of the contract SEWERS 5-19 STORM LIFT STATION 110 to the low responsive bidder, Staab Construction, in the amount of \$1,123,000.

10. To approve the applications for Concrete Sidewalk Builder Licenses by the following:

- A. A & M Concrete and Construction, Inc.
- B. Al Dix Concrete, Inc.
- C. Delrar, Inc.

M. REPORT OF THE PROTECTION & POLICY COMMITTEE (OCTOBER 7, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Veronica Corpus-Dax to approve with the exception of items 2 and 3. Motion carried.

1. To deny an appeal by the Lang residence at 970 Elmore St. regarding their reinspection fees, previously held at the September 9, 2019 Protection & Policy meeting.

2. To approve a request by Titledown Tobacco, LLC at 159 N. Broadway to amend their licensed premises to include a sidewalk café pursuant to and in accordance with the sidewalk café permit issued by the City of Green Bay Department of Public Works on February 11, 2019.

Moved by Ald. Randy Scannell, seconded by Ald. Veronica Corpus-Dax to approve item 2. Motion carried.

3. To approve a request by Ricci Bosley (Pepper) at 114 S. Broadway to amend their licensed premises to include a sidewalk café pursuant to and in accordance with the sidewalk café permit issued by the City of Green Bay Department of Public Works on September 30, 2019.

Moved by Ald. Brian Johnson, seconded by Ald. Randy Scannell to approve item 3. Motion carried.

4. To approve a request by Braggin Bar, LLC at 219 N. Washington St. to extend the issuance of the liquor license until February 1, 2020 (license granted at the August 20, 2019 Common Council meeting).

5. To hold a request by Ald. Brunette for discussion with possible action on creating an ordinance

allowing golf carts on city streets.

6. To receive a place on file the Liquor Violation Report from the Police Department for October 7, 2019.

N. REPORT OF THE PROTECTION & POLICY COMMITTEE GRANTING OPERATOR LICENSES.

Moved by Ald. Randy Scannell, seconded by Ald. Craig Stevens to approve. Motion carried.

I. Report of the Protection & Policy Committee granting Operator Licenses.

O. REPORT OF THE PLAN COMMISSION (OCTOBER 7, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve. Motion carried.

I. To amend Zoning Ordinance 16-13 to adjust the boundaries of the NWTC Campus PUD and adjusted campus signage plan, subject to:

a. The amended Planned Unit Development District Ordinance (PUD).

2. To rezone property located at 154 Berger Street from Low Density Residential (R-1) to Varied Density Residential (R-3).

3. To hold over the request to vacate an unimproved right-of-way located near Hillcrest Drive until the next scheduled Plan Commission Meeting on October 21, 2019.

4. To approve Jim DuBois to the Downtown Business Improvement District (BID) Board as nominated by the BID and Mayor Eric Genrich.

P. REPORT OF THE PARK COMMITTEE (OCTOBER 9, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.

1. To approve the installation of a tot playground at Baird Park, separate from the school playground, on City property adjacent to the tennis courts.

2. To approve the purchase of mobile and portable radios from Nielson Communications, Inc. for \$45,822.

3. To receive and place on file the request by Ald. Brunette to make changes to alleviate parking concerns at the Resch Aquatic Center.

Q. REPORT OF THE PERSONNEL COMMITTEE (OCTOBER 8, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve with the exception of item 3. Motion carried.

1. To approve the request to fill the following replacement position and all subsequent vacancies resulting from internal transfers.

a. Park Maintenance Worker - Parks, Recreation and Forestry

2. To approve the increase to the dental insurance premiums by 3%.

3. To approve to create City of Green Bay Policy Chapter 32 Employee Resource Groups.

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to approve item 3.

Moved by Ald. Jesse Brunette, seconded by Ald. Brian Johnson to hold until January 1. Motion tied 6-6 with the Mayor breaking the tie with a no vote. Motion failed.

Yes- Andy Nicholson, Brian Johnson, Chris Wery, Jesse Brunette, John VanderLeest, Mark Steuer,
No- Barbara Dorff, Bill Galvin, Craig Stevens, Randy Scannell, Veronica Corpus-Dax, Kathy Lefebvre
A board vote was taken on item 3 to approve. Motion tied 6-6 with the Mayor breaking the tie with a yes vote. Motion carried.

Yes-Barbara Dorff, Bill Galvin, Craig Stevens, Randy Scannell, Veronica Corpus-Dax, Kathy Lefebvre
No-Andy Nicholson, Brian Johnson, Chris Wery, Jesse Brunette, John VanderLeest, Mark Steuer

R. REPORT OF THE SUSTAINABILITY COMMISSION (OCTOBER 9, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Andy Nicholson to approve.

I. To forward the Green Tier Legacy Community Resolution to Protection and Policy for approval.

Moved by Ald. Chris Wery, seconded by Ald. Randy Scannell to amend item I to change the word "approval" to "for consideration." Motion carried.

S. REPORT OF THE TAX INCREMENTAL DISTRICTS JOINT REVIEW COMMITTEE (SEPTEMBER 27, 2019).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to receive and place on file. Motion carried.

I. INFORMATIONAL ONLY: To adopt a Territory Amendment Resolution and amend the Project Plan for TID Five (5), East and West Downtown.

2. INFORMATIONAL ONLY: To adopt an Allocation Amendment Resolution and amend the Project Plan for TID Seven (7), Ashland Avenue and Lombardi Avenue Corridors.

3. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt

Affordable Housing Extension Resolution for TID Seven (7), Ashland Avenue and Lombardi Avenue Corridors.

4. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt a Termination Resolution for the dissolution of a Project Plan, for the closure of TID Seven (7), Ashland Avenue and Lombardi Avenue Corridors.

5. INFORMATIONAL ONLY: To adopt an Allocation Amendment Resolution and amend the Project Plan for TID Eight (8), Henry and Morrow Streets.

6. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt an Affordable Housing Extension Resolution for TID Eight (8), Henry and Morrow Streets.

7. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt a Termination Resolution for the dissolution of a Project Plan, for the closure of TID Eight (8), Henry and Morrow Streets.

8. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt a Termination Resolution for the dissolution of a Project Plan, for the closure of TID Nine (9), State Highway 54/57 Business Park.

9. INFORMATIONAL ONLY: To adopt an Allocation Amendment Resolution and amend the Project Plan for TID Twelve (12), I-43 Commercial Development.

10. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt an Affordable Housing Extension Resolution for TID Twelve (12), I-43 Commercial Development.

11. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt a Termination Resolution for the dissolution of a TID Plan, for the closure of TID Twelve (12), I-43 Commercial Development.

12. INFORMATIONAL ONLY: To adopt a Resolution amending the Project Plan for TID Thirteen (13), Downtown Redevelopment. The proposed costs include projects within the proposed boundary and within a one-half (1/2) mile radius of the proposed boundary of the TID.

13. INFORMATIONAL ONLY: To adopt a Territory Amendment Resolution and amend the Project Plan for TID Fourteen (14), North Broadway Redevelopment. The proposal seeks to add parcels that are generally east of Broadway, south of Mather Street, west of the Fox River, and north of Dousman Street.

14. INFORMATIONAL ONLY: To table until the next meeting the consideration with possible action to adopt a Standard Extension Resolution for TID Fourteen (14), North Broadway Redevelopment.

15. INFORMATIONAL ONLY: To receive and place on file the report on municipal action to adopt a Termination Resolution for the dissolution of a TID Plan, for the closure of TID Seventeen (17), 900 Block North Broadway.

16. INFORMATIONAL ONLY: To adopt a Creation Resolution to establish TID Number Twenty-Two (22), The Shipyard, and adopt the Project Plan.

17. INFORMATIONAL ONLY: To adopt a Creation Resolution to establish TID Number Twenty-Three (23), Legends District, and adopt the Project Plan.

T. RECEIVE AND PLACE ON FILE.

1. Building Permit Report for September 2019.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve. Motion carried.

2. Municipal Court Report for September 2019.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Craig Stevens to approve. Motion carried.

U. RESOLUTIONS.

Moved by Ald. Randy Scannell, seconded by Ald. Mark Steuer to suspend the rules to adopt resolutions 1 through 4 together with one roll call vote. Motion carried.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to adopt resolutions 1 through 4. Motion carried.

Yes- Andy Nicholson, Barbara Dorff, Bill Galvin, Brian Johnson, Chris Wery, Craig Stevens, Jesse Brunette, John VanderLeest, Mark Steuer, Randy Scannell, Veronica Corpus-Dax, Kathy Lefebvre

1. Resolution drawing final orders to contractors for October 15, 2019.

2. Resolution accepting dedication of right-of-way and public improvements in Pine Acres Subdivision.

3. Resolution authorizing conditional-use approval at 621 South Clay Street.

4. Resolution regarding commitment to redevelopment of the Pulliam Plant.

V. ORDINANCES - FIRST READING.

Moved by Ald. Andy Nicholson, seconded by Ald. Randy Scannell to advance ordinances 1 and 2 to second reading. Motion carried.

1. Zoning Ordinance No. 9-19

An Ordinance amending Zoning Ordinance No. 16-13 for Northeast Wisconsin Technical College Campus Planned Unit Development to adjust the Campus boundary and amend the signage plan (2740 West Mason Street).

2. Zoning Ordinance 10-19

An Ordinance rezoning property located at 154 Berger Street from Low Density Residential (R-1) to Varied Density Residential (R-3).

W. REFERRAL OF PETITIONS & COMMUNICATIONS.

No Late Communications.

X. ADJOURNMENT.

Moved by Ald. Randy Scannell, seconded by Ald. Andy Nicholson to adjourn at 7:24 p.m. Motion carried.

Kris A. Teske

Green Bay City Clerk

These minutes in their entirety, are available in the City Clerk's Office and on the City website at greenbaywi.gov

VERBATIM MINUTES

- Call to order the meeting of the common council, for Tuesday, October 15th, 2019. Clerk.
Minutes of the Common Council

- [Woman] DND is coming. Let me just wait for her. Yeah, it is. He's getting in her corner. 12 are present your honor.

- May we have the Pledge of Allegiance. Please rise for the Pledge of Allegiance.

- [All] I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all. Now we have the invocation, led by the alder from the eighth.

- Holy father, we thank you for watching over this great country. Our founding fathers in their humility, chose to pray to you before their meetings, acknowledging a higher power, in the limit of man's wisdom alone. Let us never forget their crystal clear intent, and dedication in seeking your guidance and blessing on all our endeavors. We thank you for the precious gift of life itself, so beautiful and so fragile. Help us Lord to breathe compassion and warmth into hearts turned cold. Bestow strength and courage, and your loving embrace upon those enticed by the shadowy culture of convenient death, dealt to our most innocent. Help us to continue to speak truth in life, and treat one another with the love you show us each day. In these things we pray, Amen.

- [Mayor] Thanks alder. To approval of the minutes.

- So moved.

- Second.

- [Mayor] Moved by alder from the alder from the third, seconded by alder from the seventh. Any corrections that need to be made? Seeing no requests, all in favor please signify by saying "Aye".

- Aye.

- [Mayor] Opposed, nay, the ayes have it. The minutes have been approved. Approval of the agenda.

- So moved.

- Second.

- [Mayor] Moved by alder from the seventh, seconded by alder from the first, any changes you'd like to make? Seeing no requests, all in favor, please signify by saying, "Aye".

- Aye.

- Those opposed, nay, the ayes have it. The agenda has been approved. Under the report of the mayor, not a whole lot here. Just wanted to note, obviously we are in the midst of budget season here. So we are taking things on the road, October 24th and October 28th, from seven to 8:30. First meeting will be at Triangle Hill, and the second one on the west side over at Perkins Park. So we'd invite all of you to participate if available and interested. Of course you're gonna spread the word with your constituents, and maybe neighborhood associations within your district. Just inviting folks to turn out and learn about the city's budget, offer their input. So that is my report. Onto announcements. Alder from the ninth.

- Thank you mayor. Just two things. One is, I'm sure many of you have been watching in the media. The media has done a really great job of covering the progress of the, our request for the Harbor Assistance Grant, regarding the redevelopment of the Pulliam Plant Site, as well as the relocation of the C. Reiss Coal Terminal. Very happy to report that the state assembly did approve that measure, 69-27. It was a bipartisan measure. So

thanks to representatives Steffens, first co-authorship of that bill, as well as representative Staush Gruszynski for his advocacy within his caucus, to help secure some support there. The senate is expected to take it up November 5th, and if the senate passes it, we're going to the governor for his consideration. So, I'll continue to update you because I do think it's an important measure for our city. Obviously this being in the heart of my district, is something I have taken a great interest in, but happy to take any questions afterwards if anybody has any. And the other one. Downtown Green Bay, right now actually, is hosting the Wisconsin Downtown Action Council Summit. So it's a really cool opportunity to see all these folks from across the state come into our city. I participated today in just hearing a lot of really great, positive feedback about the progress of momentum within our community, within all parts of it. So I just wanted to report that a lot of visitors from out of town have been very impressed to see some of the progress Green Bay's been making.

- [Mayor] Very good, I'll be stopping by tomorrow morning. Alder from the first.

- Thank you. I would just like to thank Alder Stevens, for calling to our attention, that this month is Breast Cancer Awareness Month, and reminding us to wear pink tonight. He also had that pink ribbon made to display in front of the mayor there. And I just, I really appreciate Alder Stevens for doing that and I appreciate seeing all the pink. If anyone forgot, I do have a bracelet you could borrow. Thank you.

- [Mayor] Thanks alder, alder from the sixth.

- Also, I want to thank everyone. Breast Cancer Awareness. I think you all know that I've had breast cancer. In November it'll be 21 years. I have two sisters that had breast cancer. And cancer is big in my family. We lost a brother to pancreatic cancer, and a sister too, kidney cancer. So, all cancers are important, but, yeah, thank everybody for who wore pink, and just remember all those who've gone through it. Thank you.

- [Mayor] Thank you. Any other announcements? Right, we're onto appointments. Entertain a motion.

- So moved.

- Second.

- Motion by alder from the seventh, seconded by alder from the first. To confirm the new appointments. Jim DuBois, the Downtown Business Improvement District, and Glen Sherman to the Economic Development Authority. All in favor, please signify by saying "Aye."

- Aye.

- [Mayor] Those opposed, nay, the ayes have it. And those appointments have been approved. And now on to public hearings, we have two items for public hearings. Is there anyone here who would like to speak regarding these items? Anyone here who would like to speak regarding these items? Is there anyone here who would like to speak regarding these items? Seeing no speakers, we'll close the public hearing. Clerk, please let the record reflect that no one appeared to speak to these items. We are on to ordinances. Second reading for adoption.

- [Woman] You may, under suspension of the rules, take up items one and two with a roll call vote.

- Move to suspend.

- Second.

- [Mayor] Motion by alder from the first, seconded by alder from the seventh. To suspend the rules, take up these items with one roll call vote. All in favor of that motion, please signify by saying, "Aye."

- Aye.
- [Mayor] Those opposed, nay, the ayes have it. The rules are suspended.
- So adopt.
- Second.
- [Mayor] Motion made by alder from the seventh, seconded by alder from the 10th to adopt items J1 and J2. We'll use the board. It's not showing up. Oh good. Those pass 12-0. Onto the report of the Redevelopment Authority.
- Motion to approve.
- Second.
- Motion made by alder from the seventh, seconded by alder from the sixth, to approve report K, which is the report of the Redevelopment Authority, from the meeting on October 8th, 2019. Any items under this report you wish to handle separately? Any items? Hearing none, all in favor of approving that report, please signify by saying aye.
- Aye.
- Those opposed, nay, the ayes have it. Report has been approved. Report of the improvement and services committee.
- [Alder] Move to approve.
- Motion made by alder from the seventh, seconded by alder the first, to approve report L, which is a report of the improvement and services committee from the meeting on October 9th, 2019. Any items under this report you wish to handle separately?
- [Alder] Item four.
- Any other items? Item four will be handled separately. Hearing none others, all in favor of approving the remainder of that report, please signify by saying, "Aye."
- Aye.
- Those opposed, nay. The ayes have it, and that report has been approved, with the exception if item four.
- Motion to approve.
- Second.
- A motion made by alder from the seventh, seconded by alder from the second. And this item was pulled by the alder from the first. You have the floor.
- Thank you Mr. Mayor. So, the reason I pulled this item is that there are some people from my district that would like to speak, but before I ask for the floor to be open, I do want to make a little bit of an explanation of what went on at improvement and services. Because I don't think everyone maybe had time to watch the

video, and I know that there is no one else there, except for the three of us that were on the committee. So, what is happening is that there has been some pretty serious flooding off Nicolet Drive, just like many of you are experiencing in your districts. Lots of flooding everywhere. And this flooding has come down off the farmland, down onto Nicolet Drive, and then it's really affecting a lot of people, but tonight we're talking about Beach Lane. Beach Lane is an area where, where there's a lot of the water flowing and at least four, five, six, seven houses, I'm sure we're gonna hear about exactly how many have been affected very negatively. The county had a meeting that I attended about doing a solution for this. And the solution was gonna cost about \$850000. And so, at that meeting was the first we had heard that they were going to be asking the city to pay for 1/2 of that. Now, Beach Lane, does blunt the city. Nicolet Drive, at that point, even though it's within the city limits, it is a county road. From the entry of UW-Green Bay, all the way out to the end, that is county. So, I'm going to ask Director Grenier, to explain a little bit about the engineering problem we have going on, and then I'll ask to open the floor. 'cause I want you guys to have a good understanding of what's happening, Director Grenier.

- Sure. Well, basically before human habitation, I guess is best way to describe it, there were flow patterns that were established by nature, where precipitation came down off of the Niagara Escarpment, and flowed downhill to the bay of Green Bay. When county trunk A, Nicolet Drive was constructed, that created an impediment to the natural flow of water which causes water to then dam up. Basically, water rights legislation requires that, you cannot, whoever puts that impediment in the way of the water, can't adversely affect either upstream or downstream from the impediment. So you can't create a dam and flood out people upstream. You can't rob water from people who live downstream, and as that water pools up behind that impediment, if it then spills over and causes damage to those downstream, that would be the responsibility of the person who created the impediment. In short, that's the situation we're dealing with here. Compounding that issue is how different swamp devices are designed. Again, as we've talked about, the city has a design standard which is a 10, what we refer to as a 10% probability storm. So, the storm has a one in 10 chance of occurring in any given storm, and that has a certain amount of water that is associated with it, and that's what our storm sewers are designed to accommodate. County trunk highways use a larger design storm, which is a one in 25 chance of occurring. So, immediately downstream of a bridge or a culvert under Nicolet, we have a storm sewer. So they have a, the county has a bridge or a culvert going underneath Nicolet Drive, that will allow a larger amount of water than our storm sewer can accommodate. With that, it is the city's position that because county trunk A is what in essence is causing the problem, that the county should be investigating this, and remedying it, not the city. We were open to discussion but at the heart of it, that's essentially where we land. So we had that discussion at the improvement service committee and the committee recommended that we send this on to the mayor's office, so that the mayor and the county exec could further explore, what if anything could be done out there.

- [Mayor] Good, thanks for that summary.

- So, at this time I'd like to make, I'm sorry. At this time I'd like to make a motion to open the floor.

- Second.

- [Mayor] Motion made by alder from the first, seconded by alder from the third to open the floor. All in favor, please signify by saying, "Aye."

- Aye.

- [Mayor] Those opposed, nay. The floor is open. So, we have a couple of parties that are wishing to speak. Feel free to come forward. And please, state your names and address.

- Sandra Gillis, address, 3359 Beach lane.

- Gary Kusecki, 3359 Beach Lane.

- [Mayor] Good, thank you.

- So I guess, what we're here tonight, is to share with you, some of the problems that we are having with this flooding. We have been flooded four massive floods. We've had five, there was four massive floods, that literally surround our entire house. Fortunately, it has not gotten to the height of going into the house, other than flooding the basement. We did have one, we do have the dates of these floods. And I'm gonna let Gary start because, I wasn't home for this one.

- Well, the first, the first one was in, was it... Oh, March. That was when the water came over Nicolet Drive. We had a big problem with the snow. And the city was out there with their big payloaders and everything, moving snow, trying to move this, trying to do that, and we had massive flooding. Luckily, I knew people, where I had, they could bring in two-inch pumps into my corral spaced to get the water out. We had a couple of feet of water. We lost everything and everything in there. Furnace, water heater, whatever. And, the ladies, the nuns next to us, sisters own the house next to us, they had water going in one door, going out the other, because they're on a slab. They have massive...

- Damage.

- Damage done to their place. So now, they have their place sandbagged completely, and we have ours sandbagged completely. Now, we had four floods since then. And, every time it rains, we get nervous about the water coming over Nicolet Drive, going over, coming down to the park, and then over the park, where your culverts aren't sufficient enough to handle the water that's comin' down. Because you're neck down. You got a big culvert that goes to the bay, and it's all neck down. It's massively neck down. We had just thought, maybe you could put some relief culverts on our street to help, which would be a grant. It would really help us. Four or five relief culverts on our street. Because everybody on our street is getting flooded, pretty much. So, I don't know what else we can do except for yous to help the county to get this fixed. Because when we bought the place 14 years ago, we were not in a flood plane. Four years after we bought it, they turned it into a flood plane. So, how are we supposed to know? I don't know what else to say, unless Sandy has some more.

- Well, in a couple of the major floods that we've had, what we've done, so we had the major flood March 14th. That had a lot to do with the snow melt and so, that was the one that did the most damage to the home. Then we had the July 20th one, another massive flooding. And it's just unreal. I was, at points I was up to almost my knees in water. And just trying to do what I could to divert it away, or keep it away from the house, not going into the house. Then we had the September 3rd, we had some very heavy rains. And I remember calling the city to see if we could get some sandbags out there. And at one point, they did bring sandbags on September 11th. And when these storms come, they're just massive. And they come so fast, you can't even do anything. And, as fast as they come, they go away. And the water recedes. But, it's the damage that's done while they're flooding everything. And we have on the east side of Beach Lane, there's one home where they have, the culverts are there but the water's coming so fast, it doesn't even, it does absolutely nothing. The waters can't drain, and then it just proceeds out to the south and the north and floods the entire road. And, we've had homes that were, are quite a bit higher than we are. And even they lost massive furnishings in their house, because they were flooded out. And we just, we don't know what to do anymore. We hear the word rain, and we just panic almost. It's just, we're living on pins over there. And one of the, Gary had reverted to the culvert, there's a, that drain culvert that comes down...

- On Nicolet Drive.

- Yeah, Nicolet, which goes out into the bay. Well, as of recent, that culvert is 3/4 of the way under water. So, there's no way the water can even drain through that. And then it just proceeds to start flooding everything else. But even, there is a position on, at 3359 Nicolet Drive, just north, no, just south of that, there is a

portion of the road, that had been damaged in the March 14th flood. And that part of the road is still in disarray. It has not been repaired, and the water just flows over that like a waterfall. And it comes down so fast with that park, and that it kinda makes a little turn to the north which is where we are, and it just proceeds to flood around our entire home. We do have drainage ditches on both sides, north side and south side but, even that, it can't handle it. And, this isn't a problem that just happened overnight. It's been quite sometime ago, there were studies done on the drainage system. And so, they knew that there were problems, and we've been working with the Brown County, with the problems on the Nicolet side of it. And they have let us know that they have funded money, they have the money ready to go to start improving on the drainage systems for this problem.

- But you need Green Bay to step in and help.

- So, it's like everybody needs to get onboard, get the problem. It is not just our house that has been, a lot of the other ones have had even a lot worse damage done to their home. Luckily, the water hasn't gotten into our home other than the corral space.

- [Mayor] Appreciate your testimony, any questions from the alders? Alder from the 10th.

- [Sandra] If anyone does wanna see pictures, I do have videos.

- Thank you for coming in. You're saying that these floods have happened this year, and you've lived there how long, 14 years? Have you had any other floods at all since, I mean, years ago.

- We had a few close calls. And the week we moved in, there was flooding way down in the south side of the street. It didn't reach our side. But now it's all coming on our side of the street.

- [Alder] Not familiar with Beach Lane. Are you on the north end of Beach Lane?

- North end, yes.

- Yes, yeah! We're right by the curve.

- [Alder] Okay. All right. You have saw, this is the worst year of course. I know we've had a lot of moisture. We've broken records, so we've had issues around the city, not just there, it's been very difficult. But we'll see what we--

- Building culverts would be better than culverts themselves.

- The culverts just, they can't handle it.

- [Alder] All right, well thank you.

- [Mayor] Any other questions from the alders? Thank you both for your testimony.

- Thank you.

- William Acker, I live at 3217 Nicolet Drive. I'm also president at my own consulting engineering firm, called Acker & Associates. I've lived on Nicolet Drive for 24 years. And over the last four years, I've seen quite a bit of problem with respect to rain water coming down off the fields onto the east side of Nicolet Road. From my viewpoint, the accumulation that I'm seeing in the ditches is from all this water that is coming off those fields, which are for the most part farmers' fields. Really worse this year, because some farmers weren't able to get their crops out, and so with no crops in there, the water is flowing even worse. Developing this valleys of

water that they call streamettes. Carrying even more water down into the ditch. But in addition to the water, with no crops, there is also considerable amount of mud in front of my place. The ditch is basically filling up with mud. So, I guess, from my viewpoint, this is a problem with respect to the city of Green Bay, the county, the Town of Scott, the Ag department. These groups all have part in this, as far as trying to develop drainage basins and so forth for this accumulation of water, that has been accumulating due to the heavier rains that we've seen in the last, let's say four to six years. From my viewpoint, it isn't just that the road is impeding the proper drainage, it's all these new streamettes that have developed, that are carrying water down onto Nicolet Drive. I'd like to see all these parties that I mentioned involved with better planning, for this water. So, we don't just develop down the ditch to carry it out, but also all this mud that is going into the bay. And so, I'm asking you tonight to support this effort, and to try to get all these parties together, to formulate plans so all this mud is not going into the bay and that the homes are not being flooded out with just water, but mud all over their yards, thank you.

- [Mayor] Thank you sir, any questions from the alders? All right, very good. Entertain a motion.

- [Alder] Motion to close the floor.

- Motion made by alder from the 10th, seconded by alder from the sixth to close the floor. All in favor, please signify by saying, "Aye."

- Aye.

- Those opposed, nay. The ayes have it, the floor is closed. I'll just respond to the item by saying, that I'm very happy to have a conversation with county executive about this item. I think it'd be important obviously, to involve Director Grenier and Mr. Fontaki on that discussion. There are jurisdictional issues that need to be respected here, but happy to have a conversation and see what we might be able to come up with. Alder from the ninth.

- Thank you, mayor. Steve, you had talked about at the committee level, I think it was reported publicly that the county is asking for us to fund 50%, but in the communication that you received from them it was slightly different?

- I was not at the meeting that Alder Dorff referenced where that discussion came about. That actually happened, the meeting was held directly opposite one of our improvement service committee meetings, so I was unable to attend. But from what had been reported back to me, there was a discussion at that meeting whereby the county supervisor in attendance, indicated that the county was looking to contribute upwards of a 1/2 million, as opposed to a 50-50 split. So there is some discrepancy in some of the numbers that are being discussed between the city and the county.

- Okay. And I just think in the spirit of, our directive I think, was really to have the mayor engage in a conversation with county executive about this. I feel that the way the report is listed, it's maybe a little bit more aggressive than what I was expecting in terms of where our commitment level would be. Until we have further dialogue, because of the jurisdictional issues. What I wanna ensure is that, that the city of Green Bay is not funding a county project, and we have an over abundance of items that need to be taken care of within the city of Green Bay that are very clear, where the jurisdictional issues are. Now, I'm very empathetic to the situation that's going on with these property owners, so I do think, it's important that the mayor be very expedient in his outreach to the county to resolve that. I would also just point out. I'm trying to recall maybe, in some of the dialogue that occurred, when the county presented to the redevelopment authority and the city council, regarding their plan about the 1/2 percent sales tax. And one of the points I seem to recall, is that some of that funding would be allocated for street repairs, infrastructure repairs, that could benefit the city of Green Bay where county roads existed in the city. And so, I would encourage the mayor to use that as a talking point when meeting with the county executive, that if we can't resolve the jurisdictional issues, could

that possibly be a source of funding that could help resolve this? And so, I think the one thing though, when I look at this item that makes me a little bit uncomfortable, is the last piece, which is include the necessary funding in the 2020 budget. Because I didn't feel like we, at the committee level were wanting to take it that far, just yet. I think it's really about the directive to have you meet with the county executive. So I would just move to amend the report as it's stated here to eliminate that item. And then I'd be comfortable with the rest in terms of its intent to direct the mayor to work with the county executive on a resolution.

- Motion made by alder from the ninth to amend the item to remove that last clause to include the necessary funding in the 2020 budget. Motion made by alder from the ninth, seconded by alder from the 10th. Any speakers? All in favor of that motion, signify by saying, "Aye."

- Aye.

- There's a delay. Alder from the first.

- Well, I would just... The referral is so that the mayor can have this discussion, and if the discussion works out, that we are willing to work with the county, then we'd have to come back and include that funding in the 2020 budget. I don't understand why we'd wanna take that out. That's the whole purpose. We're not approving that it's going into the budget. We're approving that the mayor will talk to the Brown County executive. We send it up to the executive level. So I would be opposed to that amendment.

- [Mayor] Any additional comments? Alder from the fourth.

- Thank you, your honor. I'm gonna have to agree with Alder Johnson, and I certainly feel for these people. I have many people in my district that have been flooded several times this year. They've had a lot of property loss, and same thing. Every time it rains, they're afraid and they're worried. But I also remember, that when this 1/2 cent sales tax came through, and it was a lot of pressure on us to approve that, that there was reference to then 1/2 cent sales tax being used to take care of county issues. And although I did not listen to the audio or video from the meeting, but again, if this is the county's responsibility, then I think the county needs to step up. I have no problem with the mayor meeting with them, trying to see what we can work out and whose responsibilities in that, but at the end of the day, we are county taxpayers ourselves. And, we're paying into the county taxes already for some of these improvements. We have a 1/2 cent sales tax out there that we're paying into. And so I wanna be very cautious moving forward that we don't over commit ourselves to finances, that quite frankly, are looking pretty tight again this year. And so, I would be in favor of Alder Johnson's amendment. Thank you.

- [Mayor] Any further comments. Alder from the seventh.

- Yes, I also favor the amendment. Just in that, even if we do go forward, even if we do it financially, who knows what kind of discussions we'll have. Perhaps, this may be a project that takes a couple of years and the county'll have the money to go forward to begin with, and we'd be coming out the back end financially. And it'll be the 2021/2022 budget. Why put a year on it? Why put any constraints on it, as far as the discussion needs to go? It'll go where it goes, and if we end up agreeing to take care of it this year in our budget, then that's what'll happen. I don't think we need to have it in the item. Just to have the flexibility to move it around, move those monies around any way that's feasible for us if we go that way. Frankly, I also agree, this is a county issue that again, if the mayor can talk and work out some thing or other, but financially, I think it really does fall on them. So, thank you.

- [Mayor] Thank you alder. Speakers are not shown up here, so just wave at me if you need to talk. So we have a motion on the floor to amend the item as offered by alder from the ninth, seconded by alder from the 10th. All in favor of the motion to amend, please signify by saying, "Aye."

- Aye.
- Those opposed, nay.
- Nay.
- [Mayor] The ayes have it. The motion has been amended. Entertain a motion to approve.
- [Alder] Motion to approve the amendment.
- [Mayor] Motion made by alder from the seventh, seconded by alder from the 10th to approve as amended. All in favor, please signify by saying, "Aye."
- Aye.
- [Mayor] Those opposed, nay. The ayes have it, the item has been approved. We're onto the report of the protection and policy committee, October 7th, 2019.
- Motion to approve.
- Second.
- [Mayor] Motion made by alder from the seventh, seconded by alder from the second, to approve report M, which is the report of the protection and policy committee from the meeting on October 7th, 2019. Any items under this report you wish to handle separately?
- [Alder] Two and three.
- [Mayor] Two and three, any others? Items two and three will be handled separately. Hearing none others, all in favor of approving the remainder of that report, please signify by saying, "Aye."
- Aye.
- [Mayor] Those opposed, nay. The ayes have it, the report has been approved with the exception of items two and three. And what are your wishes regarding item two?
- Motion to approve.
- Second.
- [Mayor] Motion made by alder from the seventh, seconded by alder from the second. The item was pulled by the alder from the sixth. Alder, you have the floor.
- I have a problem with this. We're going to approve, it's not just a cafe, we're approving drinking on the sidewalk. So it's a cafe. I just don't like this, that we're, there's so much alcohol out there. And what are we showing our youth? They could be walking down the sidewalk and people are drinking on the sidewalk. I just have a problem with that. I'm gonna vote no on this.
- [Mayor] Thank you, alder. Attorney Chavez can respond.
- Thank you, mayor. So, the sidewalk cafe, all it does is extend the area by which a licensed premise is able to serve, which does include alcohol. But it doesn't create a new establishment. All it does is allow them to have

people seated outside in the sidewalk area. And so, whether or not you ultimately decide to grant this, it doesn't actually change the fact that there is an alcoholic establishment, or an establishment serving alcohol within the city. It's literally just allowing them to sit outside while they're consuming their beverages, which is something that last year, the year before, this council agreed to allow by adopting the sidewalk cafe ordinance, for the purpose of allowing people to further enjoy the outdoor experience in Green Bay during the nice months.

- [Mayor] Alder from the fourth.

- Thank you, your honor. Kathy, I'm not sure if you're aware, but we've been granting these, all along now for well over a year. There's quite a few establishments now on either side of the near downtown, that have these sidewalk cafes. Many of 'em are restaurants, people get a bite to eat. Maybe they have a glass of wine or a beer with it. But we've been granting these all along, and personally, I don't see any reason to deny these at this time, unless there's something extenuating about either of these establishments or the way they operate, or anything else. So, thank you.

- [Mayor] Alder from the ninth.

- Thank you, mayor. I'm gonna agree with Alder Galvin. I think right now, if there's a fundamental objection to the policy, there's a time and a place to take up the policy, this is not it, to play favoritism towards some businesses and grant them and not grant them towards others is not, it's a very punitive approach to those businesses who are asking to be permitted to do things that are in compliance with the law. I don't understand that. So, again, I would urge Alder Lefebvre that if her objection is to the permits themselves, take that up at committee. But I think it would be very hypocritical for us to grant some and not others, when there's no reason to withhold that permit.

- [Mayor] Thank you, alder. Alder from the seventh.

- I'd just like to add that at committee, we did look at these businesses. There's no reason to deny them. They're well-run, they're good businesses, and they just wanna join in with our policies which has been to promote an outdoor cafe atmosphere and a more walkable pedestrian-friendly downtown. So, I support this, thank you.

- [Mayor] Thank you, alder. Any further comments? Seeing no other requests to speak, all in favor of the motion to approve, please signify by saying, "Aye."

- Aye.

- [Mayor] Those opposed, nay. The ayes have it, the item has been approved. We're onto item three.

- Moved.

- Second.

- [Mayor] Motion made by alder from the ninth, seconded by alder from the seventh to approve. Any comments? All in favor of the motion, please signify by saying, "Aye."

- Aye.

- [Mayor] Those opposed, nay. The item has been approved. We're onto report N.

- Motion to approve.

- Item N. Report of the protection and policy committee granting operator licenses. Motion to approve made by alder from the seventh, seconded by alder from the 5th. To approve report N, which is the report of the protection and policy committee granting operator licenses. Any names for which you'd like to be recorded as abstaining? Any names under this report you wish to handle separately? Seeing none, all in favor of the report, please signify by saying, "Aye."

- Aye.

- [Mayor] Those opposed, nay. The ayes have it, the report has been approved. Onto item O, report of the planning commission.

- Motion to approve.

- Second.

- [Mayor] Motion made by alder from the seventh, seconded by alder from the first to approve report O, which is a report of the planning commission from the meeting on October 7th, 2019. Any items under this report you wish to handle separately? Hearing none, all in favor of approving that report, please signify by saying, aye.

- Aye.

- [Mayor] Those opposed, nay. The ayes have it, the report has been approved. Onto item P, report of the park committee.

- Move to approve.

- Second.

- [Mayor] Motion made by alder from the seventh, seconded by alder from the second to approve report P, which is a report of the park committee, from the meeting on October 9, 2019. Any items under this report you wish to handle separately? Hearing none, all in favor of approving that report, please signify by saying, aye.

- Aye.

- [Mayor] Those opposed, nay. The ayes have it, the report has been approved. Onto Q.

- Motion to approve.

- Motion made by alder from the seventh, seconded by alder from the first, to approve report Q, which is a report of the personnel committee, from the meeting on October 8, 2019. Any items under this report, you wish to handle separately?

- [Alder] Three.

- [Mayor] Any others? Item three will be handled separately. Hearing none others, all in favor of approving the remainder of that report, please signify by saying, "Aye."

- Aye.

- [Mayor] Those opposed, nay. The ayes have it. The report has been approved with the exception of item three.

- Move to approve.

- Motion made by alder from the first, seconded by alder from the seventh to approve. Alder from the 12th pulled the item, you have the floor.

- Okay, thank you, mayor. I watched the committee discussion. It was a good discussion, albeit a short discussion. And I'm not of the opinion that, I'm not sold on the idea that this is necessary. And so, what I was wondering is if the HR director or anyone involved with this could explain a little more what led to this policy change, and why it's necessary at this point to move forward.

- [Mayor] And you've got, Director Foltz.

- Yeah, sure. So this policy came from the HR department and the mayor's office, and I think it's necessary because it shows the city and our employees that we care about our diversity and inclusion. So I think that's the main reason behind it, and also it shows candidates, that we set up support groups for diverse candidates that we have.

- And thank you for that explanation. I'm looking at it right now as more of a cost to establish such a policy and the amount of time it would take to create ERGs within our employee groups and to maintain them. So I'm looking under city of Green Bay personnel policy, the third attachment in the agenda. And under 32-3, where it says, establish, bear with me, mayor. I'm just gonna read through this, because I think it points to a rather intensive amount of staff time to create and establish of an ERG. But under 32-3, it says, to establish an ERG. To be formally recognized as the city-supported ERG, the ERG must have the following. A, an approved application by the human resource department, filed by an ERG charter developed by the group. The charter should include a formal governance structure, including a mission statement, defined roles and responsibilities, and a clearly defined goals and initiatives. ERG charters will be approved by human resources. And part B, a documented recruitment plan, including strategies to introduce new and current employees to the ERG and the city's organizational culture. C, well-documented strategies to seek the support of a management level sponsor or ally, who will be available to provide guidance and support, and who will serve as an advocate and share information on leadership. D, rules that document efforts to ensure that meetings and events are open to any city employee who wishes to attend. E, activities that are in line with the goals established within this policy, for this city, and not a specific department section or work group. And F, rules of conduct, that require members to operate in a supportive, inclusive and respectful manner towards each other and towards other ERGs. My concern with this is that, really points to a rather time-consuming activity to wanna establish this and maintain it. So my question to human resources, whoever wants to answer, how much time do you estimate that this will take over existing employee base to create these ERGs and to maintain them, consistent with the policies laid before us?

- [Mayor] Director Foltz.

- So I think these were supposed to start January 1st, 2020 if they're approved. And if you look at the next two attachments, there is an employee resource group application. And then after that, there is a template for the charter, for the ERG. So I think for those two, for the application and the charter, it should not take very much time. You can see that it's a lot of fill in the blanks for that, for both the application and the charter. I think from there, I would expect ERGs to have a meeting maybe every month or maybe every quarter, or every three months, and I think it might take one or two meetings to fill this out completely and have approval from the HR department. So maybe one or two hours to get started, and then maybe one hour a month. And I think that'd be probably pushing it, maybe a meeting every two or three months.

- Okay, another question too regarding the time that employees will use, which honestly will divert their efforts to their job duties as they currently read. In that, providing services to the public, and taxpayers of the city of Green Bay. Under membership eligibility and operation, it says, a participation in a ERG or ERG-sponsored activity during the employee's regularly scheduled work hours is permitted, provided that such participation does not conflict with the employee's work responsibilities or the service delivery needs of the department. Hard to argue that by participating in the ERG and not doing the job for which they were hired to do, does in fact take the time away from their work responsibilities. Any comment on that like, make me feel better about voting for this, if that's what I do that, that we are thinking that this is a good use of our staff time.

- [Mayor] Director Foltz.

- So, I think the first thing we're gonna try and do is encourage our ERGs to meet over lunch hours or before and after work, and then from there, I think the benefits of the ERG is to improve morale and even improve the processes of the city. I think it will outweigh the one or two hours every few months that they're putting into this.

- You mentioned in the committee meeting that you don't anticipate more than 10 ERGs, did I hear that correct?

- I don't remember if I said 10. I probably did, it's on the tape, if you saw it. But, I would think we're gonna start out with maybe two to three in the first year and then go from there.

- I think that comment, it was, perhaps I took it out of context but Alder Galvin mentioned, what if an employee fits 10 different groups? Are we going to allow or encourage them to participate in 10 different ERGs? Thank you for answering those questions Director Foltz. I do have a question for, I guess the police chief. In the September employee newsletter, Celestine Jeffreys wrote an article in the employee newsletter, and she indicated that the Green Bay Police Department currently does have an ERG. Chief, could you explain what that ERG does, any activities that they participate in, whether it's a good thing for your department or any struggles that you have in managing it?

- Yes sir, I think it's a good thing for our department. I think it demonstrates our department is open to all members of our community, regardless of their orientation, where they are and things of that nature. We asked for volunteers. We got a handful of people that wanted to be a part of it. Some volunteered because they had relatives that were part of the LGBT community. Others were members themselves, others were just interested in participating. We've had several meetings so far. The meetings usually last a half four, 45 minutes. We encourage them to attend the Pride Alive fair that was held recently. I attended that, along with two officers who were working. They were doing a booth there. And there's other events throughout the community that we encourage them to attend. All of, with the exception of one individual who had to come in from an off watch, all people were on their regular duty day and a detective came up from downstairs. A couple of our men, health officers came in from whatever they were doing, attended the meeting, then got back to work. So I don't think it had any impact on our day-to-day operations, but I think it demonstrated to our LGBT employees, as well as the community, our commitment to accepting diversity and welcoming it and treating everybody fairly.

- [Alder] Okay, thank you, chief. One other question now. The ERG that you have within your department, is that currently, just simply within your department? Or do other employees from the city's different departments participate?

- We started it on our department, and I know sales team come to our meetings. I can't recall anybody from any other departments attending the meetings that I've been in. And again, we've only had a couple of meetings and only been doing it for a couple of months now.

- Okay, thank you. Really not trying to be provocative in how I'm laying this out. The point that I'm trying to make, is that I'm not convinced that they're needed to the extent that we're glossing over the amount of time that this potentially could take from our staff doing the duties that they are hired to do. So, what I would recommend, until we see the budget and work through that process, I'm not ready to sign away some of the time required by our employees to do the jobs they're hired to do. Although this could be a very good thing, I'm currently not convinced that we're ready for it, without knowing what the budget looks like. So I'd like to make a motion to hold this item until January 1st, 2020.

- Second.

- A motion made by alder from the 12th, seconded by alder from the ninth to hold item until January 1st. Alder from the first.

- Thank you. So, I'm very much in support of the employee resource groups. I like how the first line of the memo starts. The city's vision is to be a model municipal employer, by leveraging diversity and fostering inclusion to deliver the best public service. Anyone who's been a part of an organization, who's worked in a large organization, knows that there's more than just coming to work, sitting at a computer and doing your job. There is the climate. There's the culture. There's working in a place, where you feel welcomed and accepted, and I believe strongly that people who do feel welcomed and accepted and cared about, for who they are, do a better job. It's natural for a person who feels good about what they're doing, in a place where they feel safe, and where they feel supported, that they would naturally do a better job. I think that this can only help our city. We need a more diverse employee, group of employees in this city. We need to attract millennials. We need to continue to grow the diversity, and I think this is just a very basic and very inexpensive way to support people, and to help them to feel like they really belong, and they're really doing a job for the city. And that they're appreciated for who they are and what they represent. So I will be voting against holding it. Thank you.

- [Mayor] Thank you, alder. Alder from the fourth.

- Thank you, your honor. I would ask Alder Brunette, how do you think the budget, or what in the budget do you think we're gonna see that affects your decision whether to support this or not?

- [Alder] Not knowing the budget currently, whether there will be a required reduction and FTEs or full time employees or staff hours. A lot of city departments were told they're understaffed or overworked, and any hour that takes away from an employee to do their job, would then create a void within that department. So, if we're facing a budget where we have a reduction in FTEs, stands to reason that we shouldn't have employees do these sorts of activities if it means that a constituent doesn't get a service or a returned phone call, as soon as they really should.

- All right, thank you, I appreciate that explanation. I will say though, I had my concerns at committee, and I certainly voiced those. Not necessarily for some of the same reasons you are, but, again concerned about staff time and things like that, but the examples given by Director Foltz, I guess, convinced me that this is something that I think the city should really explore and get involved with. There's a lot that I think the city can do with this, to promote itself, and then, we always hear millennials but I think, not just millennials, anybody of any age with certain interest in things like that, could be attracted to come here. Even people with a certain amount of seniority with the places where they're employed right now might think, that this is a place to come and we certainly would embrace someone that has a lot of experience in whatever field they're in. So, I'm gonna support this right now. I'm not gonna support delaying it or holding it until after the budget. I think this is something that we should pursue now and start getting it into place, thank you.

- [Mayor] Thank you, alder. Alder from the ninth.

- Thank you, mayor. I think it's clear to point out that I think, a vote in support of holding this, isn't saying no. I think it's, let's give ourselves a little bit more time to explore this and learn a little bit more and I do agree with Alder Dorff that it's a great vision to have for the city. We should aspire to that. And I think maybe, where my questions come into play is whether or not this is the policy that's going to deliver that for us. I don't know if it is or not, but I do maybe have a couple of questions for Director Foltz, and if you could maybe, just walk me through, what exactly is the objective of the ERGs, other than to create a group of people who have similar interests, to feel safe and welcome?

- Well, I think it's really so our employees can be heard, valued and engaged. And if you look at 32.2 in the policy statement, it talks about helping the city recruit a diverse workforce, create an open forum for people to exchange ideas, so they can talk about the work environment, but also talk about better serving the public. It's to help empower employees and develop leaders. It's a voluntary employee group, or these employees are gonna improve their skills in the workplace by leading these meetings and talking to each other. So I think there's a lot of benefits that the city can see from this.

- So you would anticipate, if I read one of the statements correctly, that they would do this on their own time, is that correct?

- They would have the option to do this on their own time, and they would not be paid for that, or they can have meetings that they'll set up either once a month, or every other month, something like that, that will, they'll get approval from HR and their supervisors to attend those meetings. And HR will work with them to make sure that they're picking the right times to meet so it doesn't affect our service to the city.

- [Alder] Okay, so when we talk about, thank you for answering the question about the objectives. Are there any particular outcomes that we're looking to achieve from this?

- I think it's kind of--

- [Alder] Or is it, really just to get together and talk?

- Well, I think it's more than that. I think it's to help improve, I think morale of the culture. I think Alder Dorff talked about that. I think it's also to learn about better ways to recruit the workforce. And I think the beauty of the ERG is that, if I had the answers for you right now, then we won't need ERGs. But we're looking for information that our employees see that management might not see.

- [Alder] So is there anything that currently prevents this from naturally occurring without policies and procedures to dictate how it should occur?

- I don't think there's anything that prevents it from occurring on an informal basis, probably outside of work time. But I think, during work time, there needs to be a policy set up to make sure that everyone's included, to make sure we're not violating the law or anything like that.

- [Alder] You had mentioned that it would help communication between departments. And, do we currently have a trouble? Excuse me, do we currently have trouble with departments talking to each other?

- I would answer that, is I think most organizations have that, that issue of having silos with departments, I think we can work on that. I won't necessarily say it's a huge issue but I think it's something we need to work on just like any other organization.

- [Alder] Do you anticipate that all departments would participate in this, including police, fire, public works, hourly employees, that everyone's invited to, I don't know. To start patching potholes, come to city hall.

- Everyone would be included, everyone would be invited. I would hope that every department is included in this.

- [Alder] I guess I'm trying to wrap my brain around maybe the difficulty or ease, for certain individuals in different departments to be able to participate in something like this. Clearly, if you have a job at city hall, it'd be probably a lot easier to participate in something like this. If you're again, patching potholes to come over the lunch hour, to do this might be a little more challenging and difficult. In which case, then I would ask the question, if in fact we truly are being inclusive. If it's not something that's easy for staff to participate in. How many people does the city of Green Bay employ, total?

- It's usually around 950 to 1000.

- [Alder] How many of those are at City Hall?

- I think it's around 200.

- [Alder] And do you have any experience in terms of how many, companies that have ERGs, is there like a size target. You know, like once we get to this number of employees, it makes sense for us to do this.

- I'm not aware off that, I'm not sure. I think it could be for any organization, so I'm not sure if it's large or small.

- [Adler] And I think for me, that's really where I'm going with this. I'm not convinced that it's a bad thing, I'm not convinced it's a great thing, but I do think it's worthwhile for us to buy a few more months to maybe get answers to those questions. How has this worked with other organizations, other employers, other governments that have implemented something like this? And how has it served not only the organization and the staff, but the taxpayers in return. So, I would support holding until we can maybe further explore some of those questions.

- And, Alder Johnson, the city of Milwaukee does have, they do have ERGs.

- [Adler] Okay.

- Anything further?

- No, I'm good, thank you.

- [Mayor] Alder from the seventh.

- I don't support holding this, I don't see any purpose for a budget. It's stated in the policy. It cannot interfere with their work. If our police department, which is missing 14 boots on the ground, can find the time to do this, I don't see how it's gonna be difficult for anybody else. And as our director mentioned, we're not reinventing the wheel here. This has been around for a little bit here. Other organizations are doing it. From all I've been able to tell, there hasn't really been a downside or a negative side. It may not be perfect, as any policy is not perfect, but to hold it up to make it perfect, which it never will be, is, I just don't see the point. We should be going forward, tweaking it as we need to go to tweak it, to make it as inclusive as we can, and I just don't see any reason why we'd hold this up. It's not gonna affect the budget. It's not going to, we're not gonna learn anything that we're not gonna learn getting going, and even if we look at other organizations which I believe we have, in putting this together, that's where we came up with the forms and everything else for this, who knows how it's gonna be with our organization? You gotta get your feet wet to find out. So, let's start it, then get the ball rolling. So, I support getting going right now, thank you.

- [Mayor] Thank you, alder. Alder from the 10th.

- Thank you, your honor. Director Foltz, I was just gonna ask, is this time-sensitive for any reason? We're talking about holding this, but do you see any problem with that?

- Well, I did say that we want this to start January 1st. I do think, knowing tomorrow, that we're going forward with it, would actually help HR, begin to educate our employees and supervisors on how to handle it. I'm waiting probably till mid-November. It's gonna, I guess we don't wanna waste our time educating employees on ERGs if we're not gonna pass it, but at the end of the day, it's not as time-sensitive as other items.

- Well, I've heard both sides on this, and both sides have brought up some really good points. Alder Brunette and Alder Johnson do have some concerns on this, and I do too a little bit. I think that it needs to be fleshed out just a little bit more. I know some of the other people think that we already have this done, we already have done all the research that we've needed to do on it. I don't see the harm in it for two more months. So, I will support Alder Brunette on this, thank you.

- [Mayor] Alder from the 12th.

- Thank you, mayor. Alder Scannell, you had a point that it's not perfect and I would agree it's far from perfect. So, that to me says that some of the language in this proposal just doesn't sound right to me. That there are some holes that need to be filled.

- Clarification if I may, since you used my word. I wanna make sure you're... It's that no policy is going to be perfect. I think what we have here is perfectly fine, but that no policy is going to be perfect in its execution. No policy can be, it's not a perfect world. But I think what we have here is perfectly fine for moving forward, so please.

- I apologize, I didn't mean to, if I misquoted you--

- I'm not, but I just wanna--

- Alder from the 12th

- Make it clear.

- Has the floor.

- Yes, so, I kind of equivocate this to the volunteer time off policy. This was proposed if you recall as 24 hours, public outcry was pretty intense. Many people here, before we had the outcry from constituents, thought that it was a policy that was well-intentioned and worded well. Well, lo and behold, the people who we answer to said, "Nope, we're not gonna have our taxpayer dollars go "so people could volunteer at non-profits." As noble and well-intentioned as those ideas were, that's what we heard from the public. So then it went down to one day, went to the committee, informational item, and we haven't seen it since. I know if it's just disappeared or if it's going to come back, but these are the things we hear from our constituents. So, Alder Scannell, what I was getting at when I mentioned your name, is that, the idea that no policy is perfect, this is far from perfect. If anything, I don't think it's near where it should be. And I keep going back to this 32-4, and if you parallel this to what the volunteer time policy. It says, participation in a ERG or ERG-sponsored activities, during the employee's regularly schedule work hours is permitted, provided that such participation does not conflict with the employee's work responsibilities or the service delivery needs of the department. This does interfere with it directly. We're basically having our employees not perform the tasks that they were hired to do, before this policy was even introduced, and now we're going to allow them to go forward with an ERG, no matter how

noble or well-intentioned it is, I'm not disputing that, it may not be a good idea. I think they are reasonable, and we should consider them. But to move forward with this language, it's not clean enough. I mean, there are a lot of things that are not adding up in my opinion. So that's why I said, let's refer it back, similar to the time off policy to volunteer, same thing. We need to work on some of this language. I did some research on ERGs. I wasn't too familiar with them. I've been in the corporate world, in manufacturing, I've been in government, been in non-profit. I wasn't too familiar with ERGs, but they also go by the name, affinity groups. And there are a lot of organizations that have ERGs. From what I understand, they originated in the 1960s. And each organization, I've kind of researched, ebbs and flows. Some organizations and HR professionals says, "Great idea. "This is exactly what we needed." Others say, "Well, they've run their course, "and the output, what we intended for them to do, "wasn't exactly what we got." So, that's, again, I'm not trying to be provocative, but there are many holes in this policy, and I'm not gonna vote for something until we see how our budget comes out to see if we can divert our staff from tasks that the taxpayer expects them to do, to move forward with something like this. And again, not saying it's not a good idea, or that the police department's team isn't doing good things, but, I would argue there are some people that say, 14 police officers short, instead of in a employee resource group, maybe they should be out on the street doing patrols. I'm just saying, those are sorts of things that people in the public would say. And I'm not undermining the police chief or his department, they run an outstanding department. But we answer to the public, and for every one opinion, one direction, there's another opinion, in the other direction. So that's why I really encourage us to hold for a few months, and really think about this from all perspectives, before we move forward with something, without giving it a second thought. Thank you.

- [Mayor] Alder from the first.

- Thank you, your honor. So, I'm on the personnel committee, and it's very helpful when people give us feedback, or show up to the meetings to give us feedback. All I'm hearing right now though, if we simply had these groups meet during lunch, before or after work, there wouldn't really be any objection. Isn't that a simple enough change so that everything else, is there any other problem with having these? Maybe we could start them out and just have them before and after work or during lunch? I guess I would like to also know if there are other concerns, that they be brought to personnel, sent to personnel in writing, so that we can discuss them, if there are other questions, if this does end up getting held, which I hope it doesn't. But, I would ask the alder from the 12th, if we just had them initially start out before or after work, or during lunch.

- [Mayor] Alder, do you care to respond.

- [Alder] I think that's a good idea. It doesn't state in the policy as written though, so if you offer an amendment to that effect, I feel more comfortable with the proposal. But again, there are a lot of parts of this policy that you would have to clean up awful lot of it, and that's why I said let's hold it for a bit.

- So there's more? It's not just that?

- [Alder] In regards to duties and when and how employees are gonna participate, yeah, there's mentioned in several different parts of this.

- Okay, thank you.

- [Mayor] Alder from the seventh.

- I would just like to state that, I don't see how the budget is going, you're not gonna find a line item in this, and the FTEs, I don't think they're gonna be helpful either. Staff takes time now to plane a birthday party, retirement party, for a baby, new babies. There is time in our day where we take time to smell the roses. I mean, it's not all nose to the grindstone, it can't be. No organization can be that way. So, I don't see how, again, with the policy as stated, they're not gonna be able to meet until, unless the supervisors and HR

approves that time. And so a time will be worked out that's not gonna interfere with their work. And as far as outcomes, we can't foresee outcomes. We can't make policies for outcomes. We gotta try this out, and the outcomes will be what they be. If it turns out that we do this and it doesn't build inclusion and help make our organization better and help make our city better, well then, we can sit and decide. But we're not gonna know that till we work it out and get going on it. I just don't see why there's a need, that the way the language is written, and the way we would be working this out, I just don't see a problem. Thank you.

- Thank you alder. Any further comments? All right. Seeing no further comments, we have a motion on the floor to hold the item until January 1st. We'll use the board on that. The motion on the floor, it has been seconded was to hold the item.

- I guess I do have one more comment.

- Yes, alder from the fourth.

- I apologize. I would ask Alder Brunette, you want us to hold it, to what end, budget only? Or if the budget shows that it can support it, then are you gonna come back, and then say, "Well, there's wording within the policy." So, I guess, if your motion is to hold it to look for the budget, fine, but if your motion is to hold it and there's gonna be more than--

- [Mayor] Motion's to hold till January 1st. Motion on the floor.

- Well, I thought we were holding it till we wait and see what the budget was like.

- [Mayor] January 1st. That's the motion, yep.

- I apologize. All right, thank you.

- [Mayor] All right, we're gonna use the board.

- What's your vote?

- Nope.

- Okay, there's a no. The motion ties 6-6. I'm gonna break the tie against the motion. Motion fails. So the item on the floor is to, or the motion on the floor is to approve the item, it has been approved. All in favor, please signify by saying, "Aye."

- Aye.

- Those opposed, nay.

- [Man] Can I have it recorded please?

- You bet. Roll call has been requested. Alder from the seventh. very good. We do have a tie vote, and I'm gonna vote in favor, the motion passes. So we're onto R, report of the sustainability commission.

- Motion to approve.

- Second.

- Motion made by alder from the seventh, seconded by alder from the third. We approve report R, which is the report of the sustainability commission from the meeting on October 9, 2019. Request to hold item one. All right, so alder from... All in favor of, no, sorry. Motion made by alder from the seventh. No, probably not, alder from the eighth has the floor.

- Thank you, Mr. Mayor. If I could perhaps ask staff for a brief summary, obligations, expectations that we're looking at with this?

- [Mayor] Ms. Jeffreys.

- So the Green Tier Legacy Resolution, there are some things that a lot of department needs to look at. This item was actually passed by the sustainability commission last year. It has not been looked at by another committee, and so, in order for the city council to properly consider it, it needs to go to commission, a protection policy that can look at all of the parameters that would be necessary for us to say yes to this. There are other communities in Wisconsin that have said yes to it, but that's, hopefully that answers your question, Mr. Wery.

- [Alder] So should we refer this to protection and policy, because on the agenda, is it just referring it because... Maybe I read it wrong, it happens.

- [Mayor] It does say for approval. Would you be more comfortable with for consideration?

- I think so. And, just to give you my brief explanation here, if you do some research into it, the DNR Wisconsin, DNR set this up purely as an environmental program to encourage people who are really doing well in protecting the environment, to get some incentives. Help with application processes, maybe more funding, to keep doing what they're doing. The charter that we'd be signing onto however, takes it a step further, and really adds in other things that I think the DNR hadn't expected. And so I would want us to look at that. It would be under bullet point one, where it talks about, to assist the city of Green Bay in achieving superior environmental performance, in both of the following areas. Water resource management, and sustainability practices. Then it goes on to say, and goals relating to economic development, public health and social equity. And it's those last two, public health and social equity. What does that mean? And if you look at the Green Tier Legacy's website, it kinda gets into some things that are really policy issues. Homelessness, and having these health meters of how healthy our community is and having to submit all kinds of reports on that. So there's just, there's a lot more, I can see why some cities questioned if they wanted to go into this. 'cause it's not just the cut-and-dried, we wanna do better for the environment, which we all do. That's great, but there's that other part that looks a little more amorphous, that we need to look at. So I would hope that the committee looks at that further. Thanks.

- [Mayor] Thank you, alder. Alder from the 11th.

- I think the answer to some of my questions. I just wonder what kind of, in other words, I think if it goes back to committee, it's gonna be vetted out and we'll have more information. And we can find out if there's a fiscal impact, as far as if we adopt the policies. So, I think that would be great if they bring it back and amend it, as Alder Wery requested first. Then it would not for approval but for back to the committee, thank you.

- [Mayor] Very good, alder from the eighth.

- I did have a question for staff. And I don't, I couldn't find it in the DNR website. Can a city just be a member at the level? There's levels, tier one, tier two and then the charter. Can a city just be in tier one or tier two? Maybe that, if we don't know that, something that committee can look in.

- Ms. Jeffreys.

- Because then, we wouldn't have to sign onto the charter, and all those other requirements that really have maybe, little to do with the environment. So, that's something the committee should look at.
- [Mayor] Okay, Ms. Jeffreys.
- No, that's it, yes. And, I think that the, it's the desire of the sustainability commission to help city council weigh all these issues for us to become a more sustainable, resilient community.
- [Alder] Is it, as regards to the environment? Okay, thanks.
- [Mayor] Any further comments? All right, I'll entertain a motion. Did you wanna amend this at all?
- [Alder] Yeah, I would like to make that amendment that you proposed, Mr. Mayor. Move it to for consideration. So not for approval, for consideration. We'll make that amendment.
- Second.
- [Mayor] Motion has been made to, for the Green Tier Legacy Community Resolution to Protection and Policy for consideration, the motion has been made by the alder from the eighth, seconded by alder from the seventh. All in favor, please signify by saying, "Aye."
- Aye.
- [Mayor] Those opposed, nay. The ayes have it. We are onto S, which is the report of the tax incremental districts joint review committees, September 27th, 2019.
- Motion to approve.
- [Mayor] Actually gonna entertain a motion to receive and place on file as these--
- [Alder] Motion to receive and place on file.
- [Mayor] Are all informational. So the motion has been made by alder from the seventh, seconded by alder from the first. To receive and place on file report S, which is the report of the tax incremental districts joint review committee from the meeting on September 27, 2019. All in favor, please signify by saying, "Aye."
- Aye.
- [Mayor] Those opposed, nay. We are onto T, receive and place on file.
- [Alder] Motion to receive and place on file.
- Second.
- Motion made by alder from the seventh, seconded by alder from the first. To receive and place on file the building permit report for 2019, any discussion? Hearing none, all in favor of approving, placing that report on file, please signify by saying, "Aye."
- Aye.

- Those opposed, nay. The ayes have it, the report has been received and placed on file. Entertain a motion on municipal court.
- [Alder] Motion to receive and place on file.
- Motion made by alder from the seventh, seconded by alder from the fifth. To receive and place on file, the municipal court report for September, 2019. Any discussion? Hearing none, all in favor of approving that report, please signify by saying, aye.
- Aye.
- Those opposed, nay. The ayes have it, the report has been received and placed on file. Under resolutions.
- [Woman] You may, under suspension of the rules adopt ordinances one through four together with one roll call vote.
- Second.
- Motion has been made by alder from the seventh, seconded by alder from the 10th to suspend the rules, to take up these items with one roll call vote. All in favor of that motion, please signify by saying, "Aye."
- Aye.
- Those opposed, nay. The ayes have it, the rules are suspended.
- [Alder] Motion to adopt, no, yeah.
- Resolutions one through four? Motion made by alder from the seventh. Seconded by alder from the first, to adopt resolutions one through four. Please use the board. Good luck. Alder Vander Lee. It's passed 12-0. Under ordinances first reading. Entertain a motion to advance items one and two.
- So moved.
- To a second and final reading.
- Second.
- [Mayor] Motion made by alder from the third, seconded by alder from the seventh, to advance. All in favor, please signify by saying, "Aye."
- Aye.
- Those opposed, nay. The ayes have it, and they have been advanced to the final reading. Onto referral of petitions and communications. Nothing . All right, onto adjournment. Motion has been made to adjourn by alder from the seventh, seconded by alder from the third to adjourn, all in favor, please signify by saying, "Aye."
- Aye.
- [Mayor] Those opposed, nay. The ayes have it, we are adjourned.