



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, JUNE 16, 2020, 4:30 PM

AMENDED

IMMEDIATELY FOLLOWING FINANCE COMMITTEE

Rescheduled from June 9, 2020

Virtual Meeting

Public may also view at

www.youtube.com/CityOfGreenBay

A. ZOOM MEETING INFORMATION.

I. This item contains documents which provide call in information and instructions for the Zoom Meeting.

B. ROLL CALL.

I. Members: Ald. Bill Galvin, Ald. Barbara Dorff, Ald. Veronica Corpus-Dax, Ald. Brian Johnson

Present: Veronica Corpus-Dax, Barbara Dorff, Brian Johnson, Bill Galvin

Others present: Ald. Mark Steuer, Ald. Lynn Gerlach, Police Commander Paul Ebel, City Attorney Vanessa Chavez, Human Resources Director Joseph Faulds, Human Resources Operations Manager Melanie Falk.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from May 26, 2020.

Moved by Ald. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

E. REGULAR BUSINESS.

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

- a. Legal Assistant (Claims) - Law
- b. Captain - Police
- c. Sergeant - Police

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve the request to fill the Legal Assistant (Claims) position in the Law Department and all subsequent vacancies. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve the request to fill the Police Captain vacancy and all subsequent vacancies. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve the request to fill the Police Sergeant position and all subsequent vacancies. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

2. Consideration with possible action to amend Chapter 23 FMLA, Section 2 to allow Emergency First Responders Paid Sick Leave to extend through September 30, 2020.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.
Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

F. INFORMATIONAL.

1. Human Resources Department will begin recruiting for the Diversity and Inclusion Coordinator as approved in the 2020 City Budget.

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

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

3. Report of routine personnel actions for regular employees.

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

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

2. Next meeting date: July 14, 2020

G. ADJOURNMENT.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Brian Johnson to adjourn. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

VERBATIM MINUTES

Bill Galvin: This is the beginning of the Personnel Committee on June 16th, 2020 for the City of Green Bay. We'll start with a roll call. Alder Galvin is here. Alder Dorff.

Barbara Dorff: Here.

Bill Galvin: Alder Corpus-Dax.

Veronica Corpus-Dax: Present.

Bill Galvin: Alder Johnson.

Brian Johnson: Here.

Bill Galvin: Everyone had a chance to look at the agenda. Are there any questions or concerns or changes?

Barbara Dorff: Move to approve the agenda.

Veronica Corpus-Dax: Second.

Bill Galvin: All in favor say, "Aye."

Participants: Aye.

Bill Galvin: Has everyone been able to review the minutes from our last meeting and do they have any questions or concerns?

Brian Johnson: Move to approve.

Veronica Corpus-Dax: Second. All right.

Bill Galvin: All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: That passes unanimously. On to our regular business. Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers. I'll read these ones by one. We'll start out with A, the legal assistant for claims in the law department. Does anyone have any questions for staff on this? If not, I'll entertain a motion.

Barbara Dorff: Move to approve.

Veronica Corpus-Dax: Second.

Bill Galvin: Second, okay. All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: That passes unanimously. Now on to the position of a police captain. Does anyone have any questions for staff on this?

Barbara Dorff: Move to approve.

Veronica Corpus-Dax: Second.

Bill Galvin: All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: Let me say, losing Captain Laux is going to be a big hit to the PD. I'm sure whoever replaces him will do a fine job. John has been a real rock in that department the entire time he's been there. I think we're going to greatly miss his integrity and his devotion to his job. Onto the replacement for that lieutenant. Instead of going with the lieutenant, they're going to promote someone as sergeant. Does anyone have questions for staff on this? I'll entertain a motion then.

Veronica Corpus-Dax: Motion to approve.

Barbara Dorff: Second.

Bill Galvin: All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: That passes unanimously. Onto item number two, consideration with possible action to amend Chapter 23 FMLA Section 2 to allow responders paid sick leave to extend through September 30th, 2020. Joe, do you have any information you can just shake this down to a few sentences or paragraphs?

Joe Faulds: Sure, I'll make it pretty quick. When we approved this policy I think back in April, and it was just a leave for the police officers and firefighters because the federal law said we could exempt them, so we created our own policy for them. That was going to expire on June 15th. I've talked about to both the police and fire chief, I've talked to the unions and we all agreed to extend it through September 30th. At this point, we've had about \$18,000 that's been spent for PD for COVID leave which would be like any exposure to someone who had COVID-19. There's about \$100,000 spent for childcare leave in the police department. Then for the fire department, there's been about \$35,000 spent for COVID exposure. Then it's been about less than \$1,000 for childcare leave for the fire department. It's about 10 people every pay period that uses childcare leave in the police department. Both police and fire chief feel like it's not affecting the services that it's not affecting their overtime or staffing levels, so they feel comfortable moving forward with it.

Bill Galvin: I would have too, the makeup of the police department now and the shift differences between that and the fire department it's, I think, a lot harder for the officers to find that daycare since they've closed. Several of our officers have their spouses or significant others around the department so it can cause real problems when it comes to that childcare leave. I choose if no one else has any questions, I'll entertain a motion in this.

Barbara Dorff: I would love to move to approve this. Go ahead.

Brian Johnson: Director Faulds, help me understand if you could. You would turn out those numbers for the childcare and then, of course, the wages. Is that part of those department budgets or where's that coming from?

Joe Faulds: Well, I guess I would have to defer to maybe the police department, but I don't know if we have that answer right now for the committee. It would just be part of the salaries and it would-- I guess it wasn't budgeted because there's new policy that was put in place to be consistent with general employees. I don't know how it's affecting overtime or any additional cost, it'd be like a sick-leave or a vacation that's being paid out so it could affect the curls down the road.

Brian Johnson: You're just getting at the heart of my question is I'm trying to understand whether it's these or the same policy that applies to general staff. Are those shortfalls that we're going to have to plug in our budget for this year or are those somehow being absorbed?

Joe Faulds: I think it could be a little bit of both. I think it just depends if-- I guess it's a short-term versus long-term issue. It's very possible that if it's not created over time, that it could not be impacting budget this year but if people are keeping in their sick leave and vacation and not using that for this childcare leave or COVID leave, that could affect the payouts in the long run.

Brian Johnson: You said on the PD, you said it was \$100,000 in childcare?

Joe Faulds: Yes, it's about 70,000 up to date for salary. If you include fringe benefits, it's about to \$100,000. It's about eight people every pay period that uses. There's about 28 people that have been approved, but only about maybe eight people use it every pay period.

Brian Johnson: Okay, thank you.

Bill Galvin: Did we have a motion?

Barbara Dorff: Yes, I move to approve.

Bill Galvin: We'll need a second.

Veronica Corpus-Dax: I'll second.

Bill Galvin: All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: Any opposed? That passes unanimously. On to informational. Human resources department will begin recruiting for the diversity inclusion coordinator as approved in the 2020 city budget staff.

Joe Faulds: Yes, this position was approved in the November budget hearing will be I think it-- Excuse me, let me back up. It was approved to be hired in June tab an offset of no increase to the HR budget, so we've decided to push it back as much as we can to try and create some savings. We're hoping to hire this position either mid to late August or early September.

Bill Galvin: Any questions?

Barbara Dorff: I move to approve this recruitment.

Joe Faulds: I think you just received and place it on file.

Barbara Dorff: You can?

Joe Faulds: Yes.

Barbara Dorff: Okay, there's no action. I move to receive and place on file.

Veronica Corpus-Dax: Second.

Bill Galvin: All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: Any opposed? Do we have any questions for staff on the report of routine personal actions for regular employees? I'll entertain a motion to receive and place that on file.

Veronica Corpus-Dax: Moved.

Barbara Dorff: Second.

Bill Galvin: All in favor say, "Aye."

Participants: Aye.

Bill Galvin: That passes unanimously. Our next meeting is also scheduled for July 14th, 2020. I might be in an airplane at that time, I'm not sure. We're waiting to see what happens at our destination if we're going to be going or not. If it does become an issue where I'm gone, I'll try and get someone to fill in if it doesn't look like we'll make a quorum at that time. Otherwise--

Barbara Dorff: If there's the three of us it will be fine.

Bill Galvin: I'll check-in before. If I am going to go, I'll check-in and make sure. Obviously, we're still Zooming then. If it's available, I'll try and Zoom in at that thing too. I'll entertain a motion for adjournment.

Veronica Corpus-Dax: Motion approved.

Bill Galvin: Second?

Barbara Dorff: [unintelligible 00:08:42] seconded.

Bill Galvin: All those in favor say, "Aye."

Participants: Aye.

Bill Galvin: I'm just so shocked at how quickly this--

Barbara Dorff: It's just too short of a meeting. Too short.

Bill Galvin: Well, I got a grandchild that needs played with.

[00:09:11] [END OF AUDIO]