



MINUTES OF THE COMMON COUNCIL

TUESDAY, NOVEMBER 10, 2020, 4:30 PM

Virtual Meeting.

Public may join via Zoom.

A. ZOOM MEETING INFORMATION.

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

B. ROLL CALL.

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

C. PLEDGE OF ALLEGIANCE.

D. INVOCATION.

The invocation was led by Alder Barbara Dorff, District 1.

I. The invocation will be led by Alder Barbara Dorff, District 1.

E. APPROVAL OF MINUTES.

I. The approve the October 20, 2020 Common Council Minutes.

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

F. APPROVAL OF THE AGENDA.

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to amend the agenda to move Resolutions right after the Report of the Joint Finance/Personnel meeting. Motion carried.

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to approve the agenda as amended. Motion carried.

G. REPORT BY THE MAYOR.

H. ANNOUNCEMENTS.

I. PUBLIC HEARINGS.

I. Public hearing of the 2021 Proposed City of Green Bay Budget.

Two people spoke in regards to the 2021 Proposed City of Green Bay Budget.

J. ORDINANCES - SECOND READING FOR ADOPTION.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to suspend the rules and take up items 1 thru 4 with a roll call vote. Motion carried.

Moved by Ald. Randy Scannell, seconded by AMark Steuer to adopt items 1 thru 4. Motion carried. Yes- Barbara Dorff, Bill Galvin, Brian Johnson, Chris Wery, Craig Stevens, Jesse Brunette, John VanderLeest, Mark Steuer, Randy Scannell, Veronica Corpus-Dax, Kathy Lefebvre, Lynn Gerlach

1. Zoning Ordinance No. 15-20

An ordinance rezoning a portion of property located at 3200 Finger Road from Rural Residential (RR) District to Highway Commercial (C2) District.

2. Planning Ordinance No. 02-20

An ordinance amending the Development District Map of the City of Green Bay to revise the Boundaries of the Urban Reserve and Urban Expansion Districts along Finger Road.

3. Planning Ordinance No. 03-20

An ordinance amending the Development District Map of the City of Green Bay to revise the Boundaries of the Urban Reserve and Urban Expansion Districts along Nicolet Drive.

4. Planning Ordinance No. 04-20

An ordinance amending the Development District Map of the City of Green Bay to revise the Boundaries of the Urban Reserve and Urban Expansion Districts along Northview Road and Luxemburg Road.

K. REPORT OF THE IMPROVEMENT & SERVICES COMMITTEE (NOVEMBER 4, 2020).

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

1. To approve the request by Victoria Miramontes, 1008 Doty Street, to rescind special assessments for pavement construction associated with the Doty Street reconstruction project being completed in 2020.

2. To refer to staff the creation of a uniform policy and process for recognizing donors and sponsors on items placed on public property including the public right of way, parks and Redevelopment Authority owned property. (Ald. Johnson)

3. To approve the request by owners of 802, 803, 808, 814, and 820 Ernst Drive for permission to not clear snow from their sidewalks. (Ald. Wery)

4. To approve the request by Department of Public Works to approve Amendment No. 2 to the Professional Services Agreement with OMNNI Associates for the Gray Street South Reconstruction Design in the amount of \$15,900.

5. To approve the request by Department of Public Works to enter into a three-party agreement with the Wisconsin Department of Transportation and Ayres Associates, Inc. for the design of the Chantel Street Bridge replacement, WisDOT Project ID 4987-02-77, in the amount of \$71,018.91, having an 80/20 cost share with WisDOT.

6. To approve the proposed 2021 Parking Division rate structure.

7. To receive and place on file the report of actions taken by Department of Public Works

A. Granting of Licenses

I. Sidewalk Builder

a. D&T Construction LLC

L. REPORT OF THE PROTECTION & POLICY COMMITTEE (OCTOBER 26, 2020).

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

I. To receive and place on file the Liquor Violation Report for October 26, 2020.

2. To approve an appeal by Daniel Schenk regarding the denial of his operator's license.

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

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

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

N. REPORT OF THE PLAN COMMISSION (NOVEMBER 2, 2020).

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Craig Stevens to approve. Motion carried.
Ald. Brian Johnson abstained to items 10 and 14.

I. To retain the current zoning and refer the communication from Ald. Barb Dorff (District 1) to "Estimate potential costs and benefits of proposed Grandview development" (from June 29, 2020 Council Meeting) to Community and Economic Development and Public Works staff to bring to

Improvement and Services Committee.

2. To refer to staff the communication from Ald. Veronica Corpus-Dax (District 2) to look at regulations regarding the current zoning code and "Drive Thru" or "Pickup" lanes, and the necessity of bypass lanes and/or menu boards.

3. To postpone a review on the request to authorize a Conditional Use Permit (CUP) for a Material Recovery Facility (including Auto & Metal Salvage Operation) at 1156 Velp Avenue until a special Plan Commission meeting in January to allow the applicant to respond to allegations as well as invite the public to provide relevant information to the City at least six (6) days prior to said special meeting.

4. To authorize a Conditional Use Permit (CUP) for an expansion of a single-family dwelling in a Varied Density Residential (R3) district at 1518 Western Avenue, subject to:

a. Compliance with all other regulations of the Green Bay Municipal Code not covered under the Conditional Use Permit.

b. Future expansions are permitted not to exceed 50% of the footprint of the existing structure.
(Public Hearing held 11/2/20)

5. To authorize a Conditional Use Permit (CUP) for a Home Based Occupation in a Low Density Residential (RI) District at 1018 Rolling Green Drive, subject to:

a. Compliance with all other regulations of the Green Bay Municipal Code not covered under the Conditional Use Permit as well as the applicable requirements in Chapter 13-1609, Home Based Occupations, Green Bay Zoning Code.

b. If the proposed use ends or the ownership of the property is changed, the approved use shall cease immediately.

c. There shall be no direct retail distribution, no wholesale food deliveries and no meals shall be served or distributed on the premise as indicated in the applicant's narrative.

d. On an annual basis, the applicant receives a substantially compliant special advisory inspection from the Brown County Health Department.

e. The Home Based Occupation may be subject to review on a yearly basis or when the Planning Director or Plan Commission has reason to believe that the conditions are not being adhered to or that there are problems associated with the approved use as a Home Based Occupation. Such review may warrant review by the Plan Commission and the Green Bay Common Council. The Conditional Use Permit (CUP) may be revoked based on the findings of the Plan Commission and the Common Council.

(Public Hearing held 11/2/20)

6. To repeal Chapter 13-1716(e), Green Bay Zoning Code regarding game day parking. (Public Hearing held 11/2/20)

7. To vacate the remaining portions of Leaf Street.

8. To approve the Downtown Green Bay Incorporated (DGBI) Business Improvement District (BID) Operating Plan for 2021.

9. To approve the Olde Main Street Incorporated (OMSI) Business Improvement District (BID) Operating Plan for 2021.

10. To approve the On Broadway Incorporated (OBI) Business Improvement District (BID) Operating Plan for 2021.

11. To approve the Military Avenue Business Association (MABA) Business Improvement District (BID) Operating Plan for 2021.

12. To recommend the 2021 nominations to the Downtown Green Bay Incorporated (DGBI) Business Improvement District (BID) Board:

- Jesse Wotruba - Fox Harbor - reappointment for 3 years
- Ian Griffiths - Berners Schober - for a 3 year term
- Greg Babcock - Wanezek, Jaekels, Daul and Babcock, SC - for a 3 year term

13. To recommend the 2021 nominations to the Olde Main Street Incorporated (OMSI) Business Improvement District (BID) Board:

- Ryan Kuehn - Kuehn Printing - reappointment for 3 years
- Tiona Petrouske - American Family Insurance - reappointment for 3 years
- Patrick Stoa - Macco Financial Group - appointment for 3 years

14. To recommend the 2021 nominations to the On Broadway Incorporated (OBI) Business Improvement District (BID) Board:

- Brent Weycker - Business/Developer - reappointment for 3 years
- Kurt Schweisow - Pete's Garage - reappointment for 3 years
- Brendt Peeters - Schneider - reappointment for 3 years
- Stephanie Bruss - DOTI - reappointment for 2 years

15. To recommend the 2021 nominations to the Military Avenue Business Association (MABA) Business Improvement District (BID) Board:

- Adam Kersten - Kersten Realty - reappointment for 3 years
- Ralph Jensen - Pro Data Iv - reappointment for 3 years

O. REPORT OF THE JOINT FINANCE/PERSONNEL COMMITTEE (NOVEMBER 2, 2020).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve with the exception of items 7, 11, 12, 15, 17, 34, 44 and 46. Motion carried.

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

a. Engineering Aide

2. To approve the request from Green Bay Metro Fire Department to institute a rate increase for ambulance services.

3. To report out the after the fact approval for emergency Pine St. Ramp Repairs for the sum of \$56,985. Sole Source Attached.

4. To report out the purchase of a refuse truck from Envirotech Equipment for the sum of \$248,875 to replace equipment that is unrepairable from 2020 bonding. Sole Source attached.

5. To report out the purchase of a refuse truck from Fredrickson Supply for the sum of \$285,000 to replace equipment that is unrepairable from 2020 bonding. Sole Source Attached.

6. To approve the request to borrow \$340,000 from the State Trust fund loan for a five year term for Revaluation Assessment Service approved at the August 18, 2020 Common Council meeting.

7. To receive and place on file an update on tax litigation matters pending before the Tax Appeals Commission and in Circuit Court.

The Council may convene in closed session pursuant to Section 19.85(1) (g), Wis. Stats., for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Council will thereafter reconvene in open session pursuant to Section 19.85(2), Wis. Stats., to take action on items discussed in closed session, if appropriate, and to consider the remainder of the agenda.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to go into closed session at 4:59pm. Motion carried.

Ald. Barbara Dorff read the closed session language.

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

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to return to regular order of business at 5:42pm. Motion carried.

Moved by Ald. Randy Scannell, seconded by Ald. Veronica Corpus-Dax to proceed as recommended by staff. Motion carried.

8. To approve a resolution authorizing 2020 transfer of \$45,000.00 from contingency for legal expenses related to Georgia Pacific tax appeal for real estate and personal property.

9. Report of the Claims Committee.

To receive and place on file-The Council may convene in closed session pursuant to Section 19.85(1) (g), Wis. Stats., for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. 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.

10. To hold until the next Finance Committee meeting a request by Ald. Wery to the Finance committee which states: Due to ongoing reasons of 'inadequate staffing' and 'prioritizing of tasks' in our Law Dept, I am requesting we hire City Ethics Inc, or a similar qualified party, to draft revisions to the city's Code of Ethics and Code of Conduct as recommended in their 2018 findings paid for by the City of Green Bay.

11. To approve the Common Council 2021 budget (page 15).

Moved by Ald. Brian Johnson, seconded by Ald. Jesse Brunette to approve reducing account 52001 by \$1,000 and account 54001 by \$450. Motion carried.

12. To approve the Mayor's Office 2021 budget (pages 19-20).

Moved by Ald. Brian Johnson, seconded by Ald. Jesse Brunette to implement a pay freeze from Oct. 1 to Jan. 1. Motion failed with Mayor breaking the tie with a no vote.

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

Moved by Ald. Brian Johnson, seconded by Ald. Jesse Brunette to have departments excluding Police, and Fire to reduce their budgets by 1%. Motion failed with Mayor breaking the tie with a no vote.

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

13. To approve the Administrative Services 2021 budget (pages 29-30).

14. To approve the Information Technology and Equipment Replacement 2021 budget (pages 39-42).

15. To approve as amended the Law 2021 budget (page 49).

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to remove the \$220,000 in legal expenses that were added at the committee level. Motion carried.

16. To approve the Municipal Court 2021 budget (pages 54-55).

17. To approve the Human Resources 2021 budget (pages 62-63).

Moved by Ald. Chris Wery, seconded by Ald. Jesse Brunette to delete the Diversity and Inclusion Coordinator position from the Table of Organization. Motion failed.

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

Moved by Ald. Barbara Dorff, seconded by Ald. Mark Steuer to approve Items 11, 12, 15 and 17. Motion carried.

18. To approve as amended Community & Economic Development 2021 budget (pages 75-76).

19. To approve the Police Department 2021 budget (pages 84-86).

20. To approve the Fire Department 2021 budget (pages 95-97).

21. To approve the Public Works including Engineering, Operations, Traffic and Equipment replacement 2021 budgets (pages 105-112).

22. To approve as amended the Parks, Recreation & Forestry and Equipment Replacement 2021 budget (pages 125-128).

23. To approve the Miscellaneous 2021 budget (page 133).

24. To approve the Sanitary Sewer 2021 budget (pages 143-145).

25. To approve the Parking Division 2021 budget (pages 147-149).

26. To approve Storm Sewer 2021 budget (pages 151-155).

27. To approve the Transit 2021 budget (pages 160-161).

28. To approve the Bay Beach 2021 budget (pages 168-171).

29. To approve the Debt Service 2021 budget (pages 173-174).

30. To approve the Neighborhood Enhancement 2021 budget (pages 176-177).

31. To approve the Workers Compensation 2021 budget (page 179).

32. To approve the General Liability 2021 budget (page 180).

33. To approve the Health Insurance Escrow 2021 budget (page 181).

34. To approve the Revenue - General Fund 2021 budget (pages 183-193).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve item 34.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to add \$90,000 to revenue account 41210. Motion carried.

Moved by Ald. Brian Johnson, seconded by Ald. Randy Scannell to add \$20,000 to revenue account 48100. Motion carried.

A voice vote was taken on the original motion to approve item 34. Motion carried.

35. To approve the Revenue - Sanitary Sewer 2021 budget (page 194).

36. To approve the Revenue-Parking Division 2021 budget (page 195).

37. To approve the Revenue - DPW Equipment Replacement 2021 budget (page 196).

38. To approve the Revenue - Storm Sewer 2021 budget (page 197).

39. To approve the Revenue - Transit 2021 budget (pages 198-199)

40. To approve the Revenue - Bay Beach 2021 budget (page 200).

41. To approve the Revenue - Debt Service 2021 budget (pages 201-202).

42. To approve the Revenue - Equipment Replacement Funds 2021 budget (pages 203-208).

43. To approve the Revenue - Neighborhood Enhancement 2021 budget (page 209).

44. To approve the Revenue - Workers Compensation 2021 budget (page 210).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve item 44.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to add \$5,000 to account 48100.

Motion carried.

A voice vote was taken on the original motion to approve item 44. Motion carried.

45. To approve the Revenue - General Liability 2021 budget (page 211).

46. To approve the Revenue - Health Insurance Escrow 2021 budget (page 212).

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to approve item 46.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to reduce the levy for this fund by \$20,000. Motion carried.

A voice vote was taken on the original motion to approve item 46. Motion carried.

P. REPORT OF THE PARK COMMITTEE (NOVEMBER 4, 2020).

Moved by Ald. Craig Stevens, seconded by Ald. Barbara Dorff to approve. Motion carried.

1. To refer to staff to explore options and negotiate a sale price for .04 acres of greenway for residential yard expansion purposes into the Mahon Creek Greenway at 2100 Emmalane Drive (Parcel 21-8116) and bring back to a future Parks Committee meeting for discussion.

2. To refer to staff to work with the Department of Public Works and the Police Department on additional signage and parking enforcement on the 1500 block of Smith Street.

3. To hold for discussion the research and cost estimates for the necessary floodway studies to reopen the East River trails within the City limits on both sides of the East River and present it at a future Parks Committee meeting.

4. To approve hiring McMahon for \$19,800 to complete stormwater management engineering for a parking lot expansion at the Wildlife Sanctuary Nature Center.

5. To approve allocating \$72,910 from the existing beach bond funding for an amendment to the scope of work for Patrick Engineering to complete the engineering associated with the beach, pier and boardwalk project at Bay Beach Amusement Park.

Q. REPORT OF THE TRAFFIC, BICYCLE, AND PEDESTRIAN COMMISSION (OCTOBER 19, 2020).

Moved by Ald. Craig Stevens, seconded by Ald. Veronica Corpus-Dax to approve with the exception of item 3. Motion carried.

1. To receive and place on file the report by the Police Department of the 2020 3rd quarter serious injury and fatal crashes.

2. To refer to staff the request by Ald. Vander Leest to establish a 4-WAY STOP condition on Parkwood Drive at Fawn Lane.

3. To deny the request to establish a 3-WAY STOP condition at Western Avenue at Maryhill Drive and maintain the existing 1-WAY STOP control (Maryhill Drive traffic stops for Western Avenue traffic).

Moved by Ald. Chris Wery, seconded by Ald. Brian Johnson to refer Item 3 back to the Commission. Motion carried.

4. To remove the NO PARKING zone on the north side of Thomas Street from a point 85 feet west of Velp Avenue to Velp Avenue.

5. To remove the NO PARKING zone on the south side of Radisson Street from Quincy Street to a point 35 feet east of Webster Avenue.

6. To remove the NO PARKING zone on the north side of Radisson Street from Webster Court to a point 90 feet east of St. George Street.

7. To remove the NO PARKING zone on the north side of Radisson Street from Quincy Street to Webster Avenue.

8. To remove the NO PARKING zone on the north side of Radisson Street from a point 588 feet west of Webster Court to a point 665 feet west Webster Court.

9. To remove the NO PARKING zone on the north side of Radisson Street from a point 60 feet east of Irwin Avenue to a point 30 feet west of Irwin Avenue.

10. To remove the NO PARKING zone on the south side of Radisson Street from a point 30 feet east of Irwin Avenue to a point 60 feet west of Irwin Avenue.

11. To establish and adopt by ordinance a NO PARKING zone on the north side of Radisson Street from Quincy Street to a point 60 feet east of Irwin Avenue.

12. To establish and adopt by ordinance a NO PARKING zone on the south side of Radisson Street from Quincy Street to a point 30 feet east of Irwin Avenue.

R. REPORT OF THE SUSTAINABILITY COMMISSION (OCTOBER 21, 2020).

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

I. To hold an update on the progress of the Green Infrastructure Code Audit.

S. RECEIVE AND PLACE ON FILE.

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

I. Building Permit Report for October 2020

T. COMMITTEE OF THE WHOLE.

Moved by Ald. Bill Galvin, seconded by Ald. Barbara Dorff to approve. Motion carried.

I. Discussion with possible action on the Green Bay Metro Fire Department consolidation agreement with the Village of Bellevue.

The Council may convene in closed session pursuant to Section 19.85(1)(e) Wisconsin Statutes for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Council may, thereafter, reconvene in open session pursuant to Section 19.85(2) Wisconsin Statutes to report any actions taken during the closed session and to consider all other matters on the agenda.

U. RESOLUTIONS.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to suspend the rules to take up items 1 through 5, 7 and 8 together with one roll call vote. Motion carried.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to adopt resolutions 1 through 5, 7 and 8. Motion carried.

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

I. To approve a resolution authorizing 2020 transfer of \$45,000.00 from contingency for legal expenses related to Georgia Pacific tax appeal for real estate and personal property.

2. Resolution authorizing conditional use permit at 1518 Western Avenue (ZP 20-31).

Minutes of the Common Council

3. Resolution authorizing conditional use permit at 1018 Rolling Green Drive (ZP 20-32).

4. Resolution drawing final orders to contractors for November 10, 2020.

5. Resolution regarding vacation of an unimproved public right-of-way Leaf Street (SV 20-02).

6. Resolution adopting 2021 budget and tax levy.

Moved by Ald. Barbara Dorff, seconded by Ald. Randy Scannell to approve resolution 6.

Moved by Randy Scannell, seconded by Kathy Lefebvre to increase the Packer overtime expense and revenue accounts up to \$1,000,000. Motion carried.

A board vote was taken on the original motion to adopt resolution 6. Motion carried.

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

7. Resolution rescinding the special assessment for parcel 14-924.

8. Resolution rescinding the special assessment for St. Paul's Pantry

V. ORDINANCES - FIRST READING.

Moved by Ald. Randy Scannell, seconded by Ald. Mark Steuer to suspend the rules to advance ordinances 1 and 2 to a second reading. Motion carried.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to advance ordinances 1 and 2. Motion carried.

I. General Ordinance 39-20

An ordinance amending Section 29.208, Green Bay Municipal Code, relating to parking regulations.

2. General Ordinance 40-20

An ordinance repealing Chapter 13-1716(e) Green Bay Municipal Code, relating to game day parking.

W. REFERRAL OF PETITIONS & COMMUNICATIONS.

Moved by Ald. Randy Scannell, seconded by Ald. Barbara Dorff to refer the petitions and communications to the appropriate Committee or Commission. Motion carried.

A request by Ald. Chris Wery to Protection and Policy to review, with possible action, Ordinance 8.16 'Practice of Massage or Bodywork Therapy Requiring State License' and any other related ordinance. A revised ordinance is needed to combat actual and potential escort service and prostitution masquerading as massage business.

A request by Ald. Jesse Brunette to Parks Committee for discussion, with possible action, on the use of fat tire bikes at He-Nis-Ra Park.

A request by Ald. Bill Galvin to Traffic, Bicycle, and Pedestrian Commission for a marked pedestrian crossing at the intersection of East Mason St. and Godell St. going across Mason St.

A request by Ald. Bill Galvin to the Improvement & Services Committee for a barrier on Bellevue St. and Lilac Ln. to prevent the cars from ricocheting off the homes there.

I. A request by Ald. Brian Johnson to the Improvement & Services Committee for consideration and possible action on the creation of a uniform policy and process for recognizing donors and sponsors on items placed on public property including the public right of way, parks and RDA owned property.

X. ADJOURNMENT.

Moved by Ald. Randy Scannell, seconded by Ald. Bill Galvin to adjourn at 8:15 p.m. Motion carried.

Kim Wayte

Green Bay Deputy 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

- Clearly understand, help us to be innovative. As we brainstorm solutions. help us to wisely evaluate our options considering the pros and cons, and help us to be unified in making the best possible decisions and to effectively carry them out, amen.

- Well, sit, approval of the minutes,

- Motion to proof.

- Second

- Motion made by Alder Dora seconded by Alder Scanell Any corrections? Seeing our ques all in favor will signify by saying aye.

- [All] Aye.

- Opposed, nay, the ayes have it. The minutes have been approved. I will under approval the agenda, I will entertain an amendment to take up the resolutions right after the report of the joint finance and personnel meeting effective-

- I'll move that amendment.

- Second.

- Alder Dorff makes a motion to amend the agenda to take up resolutions right after joint finance and personnel report . will signify by saying aye.

- [All] Aye.

- Opposed nay, the ayes have it. The agenda has been amended.

- Move to approve the agenda as amended.

- Second

- Alder Dorff, seconded by Alder Scannell to approve the agenda as amended all in favor signify by saying aye.

- [All] Aye.

- Opposed Nay, the ayes have it. The agenda has been approved as amended. A report by the Mayor, I'll try to keep this brief, because we got a whole long night in front of us, but on the budget just want to make the point briefly that I'm very thankful to director Ellenbecker and her team assistant director of Pam Manley', all the staff who had any hand in pulling this together, obviously very appreciative to Alder Dorff who chairs our finance committee. Alder Galvin, who chairs our personnel committee and all the members who attended and have participated in the process to this point. Appreciative to the public who attended our public meeting and who have sent messages to our Alders and to this office. As I've said previously, it's kind of a no-nonsense budget, what we've done here is added a couple of positions to our Police Department to make possible the expansion of our crisis intervention team and also added back a position in our fire department. So a real emphasis on public safety in this budget, maintaining essential services for people in the city of Green Bay, so looking forward to a robust discussion on this budget tonight. Also obviously wanted to who had a hand in auctions this time around. It was a massive undertaking, always is for a presidential election, but when you're administering an election in the midst of a pandemic, there are obviously some complications involved. And so just very grateful to everyone who played a role in pulling it off in particular obviously I want to thank Deputy Clerk, Kim Wayte and her entire staff for doing some incredible work under difficult circumstances . Director, Ellenbecker, and assistant director Manley for all of their hours especially at central count, very thankful to both Celestine and for assisting wherever needed and really help them. Also thankful to Alder Dorff and Alder Wery and all the members of our ad hoc collections. A number of other Alders helped out on election day. I know Alders Galvin and Johnson and Wery, maybe others were in place working at our polls. So too many thanks to go around to name everybody, but again, it really takes a pretty good sized village to administer an election in a city of our size. So so kudos to everyone who played a part. Finally, COVID unfortunately is still with us, is still raging and just encouraging everybody in this community to be as as smart and as responsible as possible, continuing to minimize public exposure when

possible. You know, avoid social gatherings, especially with our holiday season upon us, you know? I, in particular, our family is gonna be celebrating in a pretty different way and in all likelihood our Christmas holiday and a very different way. So just encouraging members of our council and members of the public to try to stay vigilant because I think we're moving into a really difficult period of time as the temperatures dip. And as we move into winter and we just continue to see these case levels increase. At the County level and across the State of Wisconsin, and we wanna do everything that we can to prevent those hospitalization rates from going up any further, those ICU numbers, and of course, those deaths that we're seeing in this community and across the country, so that concludes my report

- Onto announcements. Any announcements?

- Yes

- Alder Johnson, go ahead.

- Thank you Mayor, I appreciate all the kudos that you extended to all of the people involved in the election. You know, there's one that probably isn't appropriate for you to extend and that's to you. You know, I think obviously there were some very difficult challenges that occurred in the spring election, and I just want to commend you for all of the hard work and effort that you put in to make sure that we learned from that experience. And that goes not only from your office, but obviously staff, council, everybody involved in this. I can tell you from my personal experience working the polls everything went incredibly well. And I think social media has a way of proliferating rumors in unsubstantiated claims. And I think unfortunately, Mary, you were unfairly scrutinized for some decisions that were certainly not decisions that you made. And so I just wanna, as a member of council debunk some of those rumors that were floating around and I have all the faith and confidence that if anything, within our city or within our County has changed eloquently fed out that our staff has done an incredible job to make sure that we hosted a fair election. And so thank you Mayor as well for your leadership on making sure that we were able to successfully do what we did.

- I appreciate that, thanks Alder Johnson. Any other announcements? Alder Lefebvre.

- Mr. Mayor.

- Yes go ahead Alder.

- Yes, I just wanted to mention too kudos to all who worked on this. It was a long, long process and we did have a bad start in the spring elections. And I wanna thank all those who worked on the commission, the Alders and others that worked on that to get this to the proper level that we did. I think everything went smoothly. There were two, the wildlife sanctuary had it and sort Bay Beach, and I walked over and I didn't see any long, long lines, everybody flowed too well. And I wanna thank also the Alders who stepped forward and volunteered. Unfortunately, I cannot cover the whole it I would have to cause that's really important that we make sure that this goes smoothly and it did, and I wanna thank everybody for that. And I want to thank the League of Women Voters, they were going to hand out water and kind bars. And I did volunteer to be outside and stand in line, I mean, with the people, if there was a line, but they decided at the last minute not to do it because of the COVID with the cases, just not getting any better and getting worse, and just not want us to be exposed. But I do wanna thank the... I forgot the name of the group from UWGB, the students were there set up outside and they were they're handing out things and I appreciate them for volunteering, I told them that. And I'm just grateful that brought a successful election, thank you.

- Thanks Alder, Alder Galvin.

- Thank you your honor and I wanna dovetail in with Alder Johnson's thanks for all the work that you did and that you orchestrated to have happen with this election. I spent 14 hours registering voters at Bay Beach, and there's nothing like looking into the eyes of an 18 year old person who's registering for their first time for a presidential election, or a gentleman that I had that was so crippled love of, and being able to write paperwork the register, and his daughter was able to go back home and he was willing to sit there and wait. We had several people that didn't have the right paperwork to register. And when it was explained what they did, they were willing to go home and then turn around and come right back again and register it, do it right. It was really a neat experience and gratifying to see people willing to do this to try and have a say in how this country has operated. That's all, it was rewarding. The best word I can use, thank you.

- Thanks Alder, yeah, I had the chance to make it around, I think probably 13 of the 16 polling locations and joy filled was probably the the word that best describes the environment that just about everyone, everyone was in a terrific mood. So it was really nice to see. Any other announcements? All right, with that, we will move- Alder Steuer has an announcement, he's raising his hand.

- Oh, just a reminder to folks who use civic clerks-

- I don't. Okay

- Actually, I don't. Yeah.

- I don't see in there, so I'm sorry about that.

- Raised hand

- Alder Steuer, go ahead. Raised hand, all right.

- I just wanna mimic, thank you, your honor. I wanna mimic what the Alder Johnson said as well. I had an opportunity to do something I haven't done before, and I worked at Central Count for nine hours. and that I was amazed at all the numbers of folks that were there, including many city employees. So regardless of what people say there, and those are hard working a group of people, and I was proud to be part of that . This to you and then the administration for working very well on this, thank you.

- Absolutely, thanks to you Alder Steuer. Anyone else with an announcement? Okay, seeing none, we will move into the public hearing. We have one item from public hearing, it's on the 2021 proposed city budget. Do we have anyone from the public who would like to speak regarding this item? Anyone here who would like to speak regarding this item? Is there anyone here who would like to speak regarding this item?

- Yes, I would. Yeah.

- All right, sir, please just state your name and address, and then you have three minutes to stop your commentary.

- Yeah, I'm Edward Jensen from 541 Alpine Dr, Green Bay. I feel that now is not the time to raise taxes. If the city is suffering from the effects of the pandemic, aren't the citizens and businesses also? So why not show some real leadership and find areas of savings and cuts until such time as things

have improved? I know you'll probably say, "Oh, we did that". Well, I think you need to go back and look at it again. In fact, Mayor, I challenge you, why don't you give up any pay raise that you would get this year so you can identify more with those of us who income decrease. You know, you still have a job in steady income, but there's a number of people in this city that don't and will have a tough time trying to pay those taxes. Thank you very much.

- Thank you, Mr. Jensen, I believe I also saw you at the polls, so appreciate you helping out-

- Yes you did, I saw you there on Tuesday. Yup, thanks for doing that.

- Any other comments from-

- Yes, I did, and it had my hand raised but no one answered Richard, 1402 Kellogg St, in Green Bay, West side. Can you hear me?

- Yup.

- Okay, good, I'm I don't know, I've never... Well, my computer did not operate correctly last time I joined a meeting, I have similar comments, a difficult year for city residents, as well as business owners, and as I understand, a 3% increase in property be tested too in today's budget proposal. This would affect those residents, owners, or renters who can least afford it. And I think that's a very important part to keep in mind. I believe there is enough good talent and Goodwill to find another way to keep these things as they are, or even produce it, even if a minor reduction in the mill rate would really do a lot to lift the citizens of this city, to know that their leadership . So members of the council Mr. Mayor, get it done for these citizens. We are confident you can, and with that, I only have one other question quick funds that were sent down to States ever make any of that way to the city? And I'll just to wait for an answer. Thank you, thanks for the time.

- You bet, thanks for the comment, sir. You know, we don't normally get into a commentary or a running commentary between citizens and members of the council or myself, but I will just say briefly that yes, we did get federal money that flowed through the state to the city government. But we're not able to use that to replace any lost revenue, but it has to be used for purposes specific to COVID response. So that was very helpful in our current budget year but it's not something that we can use

in 2021. Any other comments from the public? Okay, with that, we will end the public hearing and move along to ordinances second reading for adoption.

- Rules take up items one through four with the roll call vote.

- Move to suspend. Second.

- Second.

- Motion made by Alder Scannell, seconded Alder Dorff to suspend the rules. Take up these items with one roll call vote, all in favor of that motion, please signify by saying aye.

- [All] Aye. Opposed nay. The ayes have it, the rules are suspended.

- Motion to adopt.

- Second. Second.

- Motion made by Alder Scannell seconded by Steuer to adopt items J one through J four, and we will use the board here.

- Excellent. And those ordinances are adopted 12-0. Report K, improvement services committee.

- Motion to approve.

- Second.

- Motion to approve made by Alder Scannell, seconded by Alder Dorff to approve Report K, which is the report of the improvement in services committee from the meeting on November four, 2020. Any items under this report to handle separately. Hearing approving that report, please signify by saying aye.

- [All] Aye.

- Opposed nay, the ayes have it, . Protection policy.

- Motion to approve

- Second. Second.

- Motion made by Alder Scannell seconded by Alder Lefebvre to approve Report L the protection of policy committee or the meeting on October 26 2020. Any items under this report handle separately. Hearing none all in favor of approving that report, please signify by saying aye.

- [All] Aye. All opposed nay, the ayes have it. The report has been approved. Protection policy committee granting operator licenses.

- Motion to approve.

- Second. Second.

- Motion made by Alder Scannell seconded by Alder Corpus-Dax to approve Report M which is the report of the protection policy committee granting operator licenses, any names for which you'd like to be recorded as abstaining? Any names to be handled separately? Hearing none, all in favor, please signify by saying, aye.

- [All] Aye. Opposed nay, the ayes have it. The report has been approved. Plan commission.

- Motion to approve Motion to approve

- Motion made by Alder Corpus-Dax seconded by Alder Stevens to approve Report M, which is the reported plan commission from the meeting on November 2nd, 2020. Items here to be handled separately. Mayor, if I could be recorded as abstaining from items 10 and 14.

- That is recorded Those are items specifically related to my employer.

- You bet, those abstentions will be noted. Anything else or anything to be handled separately? Hearing none, those in favor of approving that report, please signify by saying, aye.

- [All] Aye. Opposed nay, the ayes have it. The report has been approved. So we are on to the report of the Joint Finance and Personnel Committee Meeting. Before I move into it, the way that I was thinking of handling this is just like a normal report. So I'd like Alders to be prepared to pull those items separately, so I'll move through it very slowly. But I thought that that was probably the best way to address it unless there are objections.

- So you want us to pull them the letters or the numbers?

- Yup, the numbers, yup. Correct, so if you can have,

- Or you have-

- If you have amendments or if you want to discuss a particular aspect of the budget, I would just ask you to be ready to communicate that to me in just a few seconds as we entertain the motion on the report.

- Motion to approve.

- So there's been a motion made by Alder Scannell.

- Second.

- Seconded by Alder Dorff to approve report, or which is the report of the Joint Finance Planning and Personnel Committee Meeting from November 2nd, 2020. Any items to be handled separately.

- 15 and 34.

- Any others Alders?

- 11. 11.

- 44 and 46.

- Okay, 11, 44, 46- But if I could- Yeah, but if I could take a point of clarification, Mayor,

- Yeah, go ahead.

- The reason I am pulling number 12 is because there items trickle down into all of the other items as well . So my fear is if I prove all the other items, will I be able to revisit the conversation?

- yeah, good question. It is something that I discussed with Director Ellenbecker prior to the meeting, and I had asked about, you know? Amendments that pertain to employee compensation generally. And she had also indicated that item 12 would be the appropriate place to do that. And then if there are changes made under item 12 that apply across the board to our employees, those amendments will be made kind of, as we move through the meeting, if that makes sense.

- Yup, thank you.

- Okay, so as it stands. We have-

- Rule 17.

- Say that again, Alder, 17?

- Number 17, please . And I'm not sure on one where it would come out of and how we can...

- Okay, you wanna ask?

- Yeah, transferring from our fund balance when we met .

- Director Ellenbecker.

- Yes, we would typically do that in the general fund revenues which Alder Dorff has already pulled, which is number 34.

- Perfect, thank you.

- Okay, others? Mayor, Mayor?

- Yes, Alder go ahead.

- Yes, thank you, thank you. I don't really have a point or a number to pull but there might be some comments that come up to some points to possibly save some moneys, and I don't see it anywhere along this setup. So I'm thinking I might piggyback with Alder Johnson's take on item 12 and I may just make some comments according to that.

- Okay, is it related to employee compensation or what?

- Well, there's a couple of things I'd like to look at, and one of them was a possibility of a small furlough and I don't know where that would fit in.

- Yeah, so we can definitely talk about those issues under the Mayor's Budget. The reason that director Ellenbecker suggested that is because that's the first item with employees. The council doesn't have any direct employees, so that's why we're handling those under the Mayor's office.

- Okay, that's fine.

- Okay. So as it stands, we have 11, 12, 15, 17, 34, 44, 46. The only other item that I think would fit for us to discuss separately because I think it would make sense to go into closed session would be items if someone-

- I would pull that if you're not able to Mayor.

- Okay, thank you Alder. Okay, so items 7, 11, 12, 15, 17, 34, 44 and 46, will be handled separately. Hearing none others, all in favor of approving the remainder of that report, Please signify by saying aye.

- [All] Aye.

- Opposed nay, the ayes have it. The report has been approved with the exception of items 7, 11, 12, 15, 17, 34, 44 and 46. We're on item seven, entertain a motion-

- The move we go into close session.

- Second,

- Would you like me to read the language?

- That'd be great. Okay.

- being in closed session pursuant to section 19.85 Sub 1G, Wisconsin Atatutes for the purpose of conferring with legal counsel, for the governmental body who is rendering oral, or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The constant will thereafter, will re-convenient open session pursuant to Section 18.85 Sub Two, Wisconsin Statutes to take action on items discussed in closed session, if appropriate and to consider the remainder of the agenda.

- Okay, so that what I need to do Mayor of course, is to put people who aren't in the closed session in the waiting room and then put our recording on pause. So you just need to give me a few minutes to do that.

- And I believe, do we need to vote on that? Yes. I second that.

- Correct, yes, we do need a vote. All in favor, will signify... We need a...

- Do we need it?

- Yes, we need a roll call on this.

- Okay.

- We'll use the .

- But, it's not , yes.

- What would you like Alder

- He's not wanting me to say, but I'm saying yes.

- Okay, now here do go.

- Motion is approved 12-0. And Ms. Jeffreys just let us know when we are prepared to move ahead.

- Will do. Okay, just give me one more moment.

- Second. Second thing Alder Scannell.

- Yup.

- So do I have to make the motion open session?

- Yeah, we'll just open back up, and then-

- Here she goes, she's opening up.

- We are recording again.

- Okay, I move to go into

- Second.

- Motion made by Alder Dorff seconded by Alder Scannell to go back into open session. All in favor, signify by saying aye.

- [All] Aye.

- Opposed nay, the ayes have it. We are open, entertain a motion to proceed as recommended by staff.

- So moved.

- [All] Second.

- Motion made by Alder Scannell seconded by Alder Corpus-Dax signify by saying aye.

- Aye.

- [All] Aye.

- Opposed nay, the ayes have it. The motion to approve it- We are on to item 11, entertain a motion?

- I thought we approved the... Did somebody pull 11 or?

- 11. Yup.

- Oh, sorry . Move to approve.

- Second.

- Motion made by Alder Dorff, seconded Alder Wery. And this item was that you Alder Johnson?

- Correct? Go ahead.

- Thank you Mayor, I have two amendments that I want to propose here, and I'm gonna explain why. Well, maybe I'll propose them and then we'll debate afterwards if they get a second. So the first is Account 52001, which is training and travel, currently a thousand dollars is budgeted. I would like to amend this to change that to zero.

- If anyone's looking in the Paper Book, it would be on Page 15.

- I'll second that.

- Okay.

- Alder Brunette.

- Brunette, Alder Johnson, go ahead.

- Thank you Mayor, so I have a number of recommendations that we're gonna make in some of these other accounts as they come up that are asking our various departments to sort of you know? Kind of bear some of the burden here in terms of how we keep the tax increase down a little bit lower. And I don't think City Council budget should be immune from that. However, when we do look at the City Council budget, there are really two categories that we have to pull from because the rest of this is salaries and taxes and benefits. So there are two categories that we can target, One is , the other's material and supplies which I'll, I think we have to handle a separately please, correct me if I'm wrong, that's why I only proposed the first one. But my request is that for training and travel, as well as materials and supplies that our City Council needs to make an expenditure in those areas that we find a way to make that investment on their own just as we're again, that I'm gonna make requests from other departments to make those similar types of investments. So that is my motion on that first item.

- We do have a motion and a second, are there comments?

- I just have a question, what's the impact? What are the consequences of doing this? Can anyone answer that question?

- The dollar impact or are the-

- No not that, I mean, if there is no travel, I mean, what has it been used for? Like, as anybody ever traveled for City Council?

- So I would just say that this current year is the first year cut a training and travel budget for council that was included last during last year's budget process.

- Okay. Director, Ellenbecker, I don't know if you can tell us how much that's been spent down if at all.

- Yes, \$280 were used in the 2020 so far.

- It doesn't sound like he has a big impact, so thank you.

- And just to clarify Alder Dorff, what I'm asking is that, if we want to take advantage of a training opportunity that we just refund it.

- I got it . Yeah, okay.

- So fine with me.

- Okay, any other questions or comments on this item, on this amendment?

- Nope. I do.

- Alder Galvin. Alder Galvin, go ahead.

- The \$450 for materials and supplies, what does that encompass? I mean, we've got the budget book or does that come out of finance? Again, what is the impact? I mean, it's-

- Is it our little Alder tags? Does that come out of there? Cause mine just broke. I can buy a new one of myself though.

- I never got one.

- I can give you mine.

- So can anyone tell me what the \$450 has covered? Never covered and we put it in another account at the end of the year?

- Just we could know it I don't know

- Just minimize the crosstalk Alders, if you would.

- Historically it has been for nameplates. It looks like a little bit of office supplies, but there have been no expenses yet this year.

- So not producing the minutes on paper, and then I guess, yeah, I could go along with that also.

- Thank you.

- Thank you, Alder, other comments.

- Mayor, Yeah, Alder Johnson, go ahead.

- Is it by the emotion to include both of those line items on the same vote, or do we need to handle them separately?

- Director, Ellenbecker, or attorney Chavez.

- They could be handled together because it added up amendment to that item.

- Okay, so would you state the motion just once more Alder Johnson.

- Sure, so my motion, assuming Alder Brunette would maintain a second. My motion would be to reduce Account 52001 by \$1,000 and account 54001 by \$450.

- Yeah, so I'll second that.

- Okay, any further discussion? All right, we do have a motion and a second, all in favor signify by saying aye.

- [All] Aye.

- Opposed nay? The ayes have it, and that motion is adopted. Any others on 11, Alder. Well, with that, we'll move along to item 12. We have a motion.

- Move to approve. Second.

- Motion made by an Alder Dorff seconded by Alder Steuer. I believe the item was pulled Alder Johnson.

- Thank you, Mayor. I have two significant points on this one. So one is, we have the pay increase of 1% that is budgeted beginning on October 1st. And I think that's an important distinction to make for all those that aren't familiar. And in why last year when the City Council by a majority vote had approved to extend a pay raise beyond what the Mayor had proposed. The reason that that was so impactful is because it affected nine months of this year's budget. And so because the pay raise just take effect starting October 1st and that would be a savings that would be useful for us now. And so as I look to next year, you know? And the potential savings on that front as well, the 1% right now if we were to eliminate it, we can do this in a way that it only applies to the three months for this year where the Mayor, I think and as he looks through his budget proposal next year can evaluate whether or not he can incorporate that starting January 1st. So if we withhold it for three months this year, the impact on our budget would be about \$60,000. And that includes the salary as well as, you know? some of the associated taxes that come with that. So my motion is that we do a pay freeze from October 1st through December 31st. And that one I believe only applied to non-represented staff.

- Oh, sorry. Second.

- Alder Johnson, what I'd like to add to that is if you're gonna do that pay freeze, it would also affect some other funding sources. So that the 60,000, our estimate was 60,127 for the general fund, but there are employees on the Sanitary, Storm, Parking, Bay Beach, and potentially, transit that are also on that pay plan. So I just wanna share that information with you. That is not included in the 60,000 savings but that would affect those funds also if we did across the board pushed back for three months.

- Yep.

- Okay, We do have a motion, is there a second on that?

- Second?

- Seconded by Alder Brunette. Director Faulds, could you just give a little bit of an employee compensation 101 for council and the public, so we have kind of more of a global understanding of what this means, you know? The step increases the performances pay, that kind of thing.

- Yeah, so for our pay structure right now we have a step increase for performance based by me the expectations are higher. And then we have a cost of living adjustment every year that starts in October 1st. And right now, we're talking about the cost of living adjustment, which typically is 2%. And what that does is it brings our whole pay schedule up 2%. So when that goes down, it does get us out of market alignment. So we do fall behind with how competitive we are in the market with recruiting employees, but in this type of year we have had other municipalities who are reducing that cost of living increase as well. So this year to go to zero or less, or 1%, or less than 2% is not as big of a hit as it would be to stay at 2%. Like they have in years prior.

- Mayor, can I just get a point of clarification?

- Yeah, go ahead Alder Johnson.

- Thank you, Director Faulds and of course, if legal's going to chime in on this, whoever, I guess, whichever staff person. So when I'm proposing right now the Mayor has this obviously proposals a 1% increase in the budget when I'm suggesting a pay freeze for those three months, does it automatically revert to 1% increase starting January one, or would that have to be incorporated into next year's budget proposal, how does that work?

- My, I had the same question . My initial thought is that I would think you would need to put that in next year's budget, but legal might have a different answer to that.

- I actually made up this question for finance

- I can-

- I'm sorry, I can chime in, and since Finance Director Pam Manley is here also just knowing how our system works and how we project out, I think there's no gonna be any increase that would be built

into 2022, unless that was proposed that there would be a one or 2% starting in 2022. So even right now, right now, because of the increase of like one first, of course, they affect the following year. If Alder Johnson just wants to delay it for three months, it certainly can be discussed in the 2022 budget, and decide whether or not the Mayor wants to propose, you know a 2% 2022. You can do it in the first quarter at any point, so it could be a three month delay, cause of decisions you make tonight, but at that point, at any point, It could be add the added back into the 2022 budget. There's always that option to halfway through next year, and we're having a good year, some great things are happening there. If you could approve something outside of your budget and put it back in as of 10, one.

- Okay, thank you.

- I think it would be fair to say the assumption would be that this would stay in place for '22. So it would probably be incumbent on all of us if we would like to alter that, you know? To come back visit it. Alder Galvin.

- I've several comments and maybe some questions to begin with. So the proposal is that non-represented employees would get a 1% raise in their current budget, will get a 1% raise October 1st. And and I'm posing here is to delete that, which means that 1% raise that would be there October 1st is gone, and the only way the non-represented employees get a raise going into 2022 is if we propose that for that budget for that year, is that correct? Okay, and the cost savings is 60,000 or is it actually more?

- Correct, for the general fund, the numbers that we calculated at the time we ran this, again, about a month or two ago, when we ran the numbers it was about 53,000, plus Medicare, Social Security, and WRS are effected, so that it goes up to about 60,127 Again, projected from about a month or two ago. But it should still

- Okay, and I've got some comments then, I've done some research, our non-represented employees since 2010, over those years have received approximately 10 to 12% in non-step raises, cost of living raises. They've had some years where they've had absolutely no raise at all, that's roughly 10%. The cost of living for Wisconsin has gone up over 19%, over that same time period. We're asking some of the lowest paid to take the hit once again because we feel that the taxpayers of Green Bay are suffering. And I would point out that at the height of the unemployment, we were at Wisconsin, was at just over 13% unemployment. We're down to 5.6, 5.4% unemployment for Northeast Wisconsin compared to 3.6% pre-pandemic problems. We have at this time employers all over Northeast Wisconsin, begging for people to take jobs. And I'm not talking about counter clerk type jobs or anything else like I'm talking factory jobs. I see the signs out there, it was printed in the paper. A lot

of the people that are hurting in our community are in a service industry, but real estate agents, grocery stores, used auto store, plumbers, building materials people, businesses good for them. And I'm not trying to forget about the people that are hurting, but a lot of are the ones that are renting. A majority of them are , and if we give the landlords a tax break this year, is there a guarantee they're gonna pass those cost savings onto those individuals? Or are they just gonna pocket? or are we gonna go out and we're gonna look for the people that you're going to hit on their job and are those the ones that get the tax breaks, and the ones that are doing very well right now, they pay the increase in taxes. I mean, it's an all or none thing with these tax cuts that we're talking about and think it's very unfair to everyone in the city of Green Bay, to say, because some people are suffering everyone else needs to take a hit. And some of these city employees have significant others that have taken that hit that we're talking about. They've been laid off, they've been furloughed. Many of these city of employees because of what they make working for the city have part-time jobs that they've lost, and now we're asking them to take another hit. I just don't see the fairness in this, that the save money we're taking money away from the people that need it the most in this city. You know, it's City Hall and throughout our community. I try to understand why it's those individuals, and this is every year. Every year we want them to take the hit because they're not protected. So they're the ones that have to give up their money. They're the ones that have to give up the raise. And I think we should be running the taxpayers here. I have a hard time understanding this. You know, unemployment, like I talked about is down. It's not where we'd like it to be, but it's down. It's up it's are very robust. You know, we're the ones that have to make the tough decisions. We're the ones that in the past say, "Hey, let's not have a tax increase. Let's take it out of our rainy day account. Let's take some one-time savings. Let's get rid of some stuff". And all the time it's us that have been hurting the taxpayers by trying to be nice to them by not raising taxes when we should have raised the taxes. If your roof is leaking, and you put off repairing that roof, eventually you're going to have to do some major reconstruction of that roof, and not just a simple thing. We have put off infrastructure projects, we put off buying expensive equipment for this city, and then we've offset it by taking money out of our rainy day account or tax savings that we received on one-time deals. If we're gonna make meaningful cuts here, let's cut programs, let's cut projects , that way. I can't see expecting these, coming to work tomorrow to tell, "Hey, you're unprotected". So our problems caused by this pandemic are actually your problems. You're the ones that have to take the hit. I don't think , cause I can't support taking away these raises from these people. They're not even going to get it till October. I mean, really? It's just to me, it's just not fair and I can't support it, thank you.

- Thanks Alder, Alder Dorff.

- Thank you, I completely agree with what Alder Galvin says. I'm thinking about who are the people? Who are we talking about? Well, one group I can think of is the clerk's office. I don't think they're represented, are they? I don't think so, and so we just said, "Oh, thank you, thank you clerk's office. You did such a really good job in that election. And now to reward you, we're gonna take away 1% of your raise, which is the only raise that you would get. Your cost of living raise, we gonna take that away from you". And in the end, what do we say? We save 0.1, with the \$60,000, we'll save about 0.1 on the mill rate. That's a dollar off of a \$100,000 home for the taxes. Is that correct, Director Ellenbecker? That's one equates to-

- 60,000 is 1 cent on the mill rate.

- Right, so then I get to pay a dollar less per what my house is worth per 100,000. But all of these people that have worked so hard that aren't represented, don't get a raise at all. 1%, they don't get that. So I am very, very much against balancing this budget on the backs of the people that are working for the citizens of this city, that worked so hard for the citizens of this city. Thank you.

- Thanks Alder, Alder brunette.

- Yeah, thank you Mayor. We all value our city employees, I mean, let's be real, we know how hard they work, but we're also tasked with a very difficult job of trying to balance our budget without putting the burden on taxpayers. Many of whom have had a reduction of work hours themselves, and specifically, if they're in the services industry. Not having the tips are not having the types of revenue that perhaps they would. So this idea that all of our city staff is lower paid, it's not true. I mean, quite frankly, there are a lot of city employees that are on the lower end of pay scales, perhaps that they could see in other industries, but they're also city positions that get paid quite well compared to what they would make in the non-profit or for-profit industry. Now, I reiterate, we all respect the job that city employees do but we have to acknowledge that they did receive a 2% pay increase towards the end of this year, which will carry into next year. So they will go into the 2021 year with a higher income than they did when they entered the 2020 year. The question is for, three months, from the months of October to December, are we simply going to withhold the 1% increase and then look forward to the 2022 budget, perhaps when all this COVID misery is behind us? I'm optimistic, I'm hoping that things turn around, but we need to reflect, our budget needs to reflect what people are feeling today. And the anxiety and the concern and frustration that people are facing today. But I just wanna ask a Director Ellenbecker, the 1% increase that all non-represented positions, does that include department heads as well?

- Yes, that would include, it would include, yes. All non-representative it would include department heads, that would also include some police and fire admin, and some for management for police and fire, whoever's not in the unions.

- Right, so for the sake of the council, a lot of the positions of director heads, and we know how hard they work. We know how hard they work, all of them. But to suggest that they're lower paid, or lower pay, that it's just not right. The finance director, and I'm gonna use positions and not using names, because I know many of our senior staff are in this meeting, obviously. But I respect their privacy as much as what could be allowed in a public meeting. Finance Director, \$128,312. IT

Minutes of the Common Council

Director \$109,974. City Attorney \$126,558. HR Director, \$113,515. Development Director \$116,580 police Chief, \$131,289. Fire Chief, \$131,289. Public Works \$139,598 Park Transit \$122,251. Those are department heads, keep in mind there are other positions like Assistant IT Director, Assistant Park Director, City Clerk, Assistant City Clerk. These are not all low paid positions. Perhaps, we can allow a tax or a pay increase for any city employee who makes \$50,000 or less. That would kinda flatten the curve a little bit, if you will. Whereas the higher paid positions in the organization don't keep getting the same percentage increase as the lower paid so then the gap in your non-represented employees grow over time. But I think it's a good motion. You know, if this motion fails, and I'm prepared to make a another motion, but I mean, the idea that all of our city employees are lower paid is just not true, it's not, thank you.

- Thank you Alder, if there aren't any further comments, we will use the board given the robust nature of the discussion.

- Mayor. Alder Johnson.

- For a second time, Alder Galvin.

- Thank you, your honor. When I say lower paid, and even referring to some of the people that you, or positions that you were named off here recently, if you were to take any one of those positions, and apply them to the private sector and put them in companies with the amount of employees involved the people are responsible for, you would find that their pay in the private sector would be much higher. And this is obviously the problems with public and private sector when times are good the private sector, when things are rolling, they roll big, and when times are bad they take a hit. In the public sector when times are good, they don't roll big, I can not recall in six years when we've had good years, any one of the council members that have been anti-tax people in the past has said, "Yeah, this is a good year, let's give them a raise". I haven't heard that from the anti-tax council members. What I hear every year is times are tough, and we need to take a cut here. We need to keep the tax rate down. And I understand that that's our responsibility, but it doesn't change. I mean, I'd like to hear some examples of at what point would the anti-tax council members say "Yeah, if we hit this kind of a rate, or we hit this kind of a unemployment, or we hit this kind of numbers in the economy, I'd be willing to give raises, big raises". I've never heard that. Never, and I know I never will because that's the way they believe, and I respect that. We need to have balance in our government but at the same time to say that people are making over \$100,000, and that's big money? Sure, that is, sure it is. And I made a good wage while I was an officer, I did. And I really appreciate it. And I know that a lot of officers, and other smaller communities made a lot less than I did. But at the same time, when you try to do apples and oranges or apples to apples, these people have advanced degrees. They've put time in with the schooling. They have student loans, they have done things in their life that have gotten them up to this level, or they want to be there. And everyone deserves what they're worth. And I just think that we can find savings elsewhere, if we really need to find savings. I'm

personally, I'm satisfied with this budget. I look at what is out there, I'm a taxpayer in this community, and I'm certainly willing to pay this. I'm willing to pay more for what I have in Green Bay, because I think it's worth it. I think our schools are worth it. I think everything we have going on in his community is worth it and I'm willing to pay more, and I know some people are suffering and they're hurting. But at the same time we have to take care of our city. It's a living and breathing thing. And if we cut corners, we're gonna do nothing but cripple it and hurt it in the long run. Thank you.

- Thanks Alder, Alder Steuer.

- Thank you, your honor. I've been doing some research on my own too. I've talked to a number of department heads and staff, talking about ways to reduce the budget a bit. I mean, one of the issues that we had is that we have over 900 employees of all, what is it? Maybe a little over half are non-represented, little less than half are. The challenge I see, you know? I actually came up with an idea for a percentage for furloughs and just to talk about it. And I know it's not a popular topic, but I think one of the issues that comes forward is that we're all you know? There's different ways of looking at this. We have different bargaining units, the police and fire are separate, from a lot of that? You know, union versus non-union. We've got, every time I brought up a point to Director Ellenbecker, or Assistant Director Manley, or Director Faulds, is that, well, we realize you're an Alder and you need to look at some things. But this is where the rubber hits the road. And so it's not that we don't care, I think in a big world, or we're really looking for ways to reduce it if we can. The pandemic has hurt, no doubt. Revenues are down, et cetera. But I can talk about that a little bit further as well, but I'm just saying that, you know? A lot of companies, it's apples to apples. You have one bargaining unit, everybody tastes a furlough. Everybody takes a pay decrease or doesn't get a raise. Sadly with 907 employees, if you apply one thing to one group, another group doesn't get the benefit. So that is the challenge, and the more I dug into it, the more frustrating it is. But I do wanna say that I am looking for ways to reduce the budget. So if we have to go nickel and diming it, that's fine, but at the end of the day the mill rate doesn't change. You know, in the past other budgets we worked many hours, reducing it by 0.1 or 0.2 or whatever, and I think the taxpayers are happy in a sense, because it looked like we were doing the due diligence. So where is that fine line? And I've got pages of notes, I've taken in and it's frustrating. And I think we on council, all of us council members, I think are taking this very seriously. Good, bad or indifferent, but I'm just saying that I've done research and I just find that it's very difficult. So if we gotta go through it line by line, so be it. But the citizens out there wanna see that we're doing something. That we're making some effort and not just rubber stamp it as well. That's all I've got, thank you.

- Thanks Alder, It does look as though Chief Smith-

- Mr. Mayor.

- Just one second, Alder. It looks like Chief Smith would like to make a comment, Chief.

- No, sir, I'm good.

- Was it Commander Warych who was interested?

- Okay, getting mixed messages here, apologies. Alder Lefebvre.

- Yep, ma'am.

- Yes, with Alder Steuer bringing up the furlough, if that's the way the council wants to go, then we also have to... The Alders, also have to take a furlough. Exactly, we have to match everybody in the city no matter who you are, we all have to take a furlough then, thank you.

- Thanks Alder, Commander Warych, did you have a comment?

- Yeah, I did, just speaking for the officers, it would be hard for us to go, and stand in front of the officers knowing what we did and what we went through in 2021, when we mentioned furloughs. Furloughs is something that we just... It's hard not to get passionate about this because these officer's been through a lot and they've done tremendous work, you know? The shootings, the election security, the protests, and to even mention that to them would just really kill their morale. And we're trying to lead a department through tough times and as just as everybody is. And I just wanna make it very clear that people just need to know that when you look at these officers in their eyes, and you ask them to take more and you're asking them to do less with more, it's just hard and I just hope that's taken into consideration.

- Thanks commander. Without any further comments now I'll use the board on this motion.

- Mr. Mayor, I had my button pushed.

- Oh, I'm not seeing it here Alder Scannell.

- Hmm, okay, I just turn it off. Nothing, anyway, okay. Just quick, I'd like to make a point that last year it was 2% and we are reducing it to 1%, so there is savings there. And so I'm also opposed to reducing it any more than that. I think hurting our employees hurts the city in many, many ways, including the vibrancy that we're trying to build up our city. We've bent over backwards throughout the year to help out different businesses. I think we're doing what we can to keep our businesses afloat and keep this economy going. I don't think it helps to take people pick people's packets. I think that's counterproductive. And we reduced it to 1%, I support that. And just quick on furloughs . Thanks Alder, Alder Johnson for second time.

- Thank you, Mayor. So couple comments, just, you know? And I appreciate some of all the Galvin's points about the low unemployment and that's certainly been something where we're trending. But that doesn't mean that the unemployment wasn't higher during the peak of the pandemic. In fact, it was, which means people were unemployed and not receiving a paycheck. Talk to anybody out there, pay reductions is a pretty standard thing out there. People have received pay reductions. I mean, all I'm asking for or suggesting here is a pay freeze for three months, three months. So the comments has been brought up, you know? We're balancing the budget on the backs of the staff, Yeah, absolutely not. This doesn't even come close to what we need to talk about, if we're going to prevent another substantial tax increase. And so it not to mention, it was brought up already, but we doubled the pay raise compared to what was proposed last year, we doubled it. And so again, I'm looking for a three months freeze, there's some things that we've gotta... I mean, when we look at how the budget is built, we all know that the biggest chunk of it comes from personnel and the benefits that come with it as well as the payroll taxes, okay? So really that means when you're looking at options in terms of how you can generate savings, how city government can generate savings, you can talk about pay freeze, which I've proposed. You can talk about furloughs and you can talk about maybe some additional contributions to benefits, like an additional contribution to the health insurance, for example. One of the things that I'm not willing to do is look at multiples of those. I feel like I'm proposing the least intrusive of those three options which is why I'm asking for your support. And the other thing too, that Alder Galvin touched on, and I'm glad he brought these numbers, cause I wasn't aware of those and it's very informational. But just the number of the pay raises that we've given over the years, and how maybe that hasn't kept pace with, when you look at benchmark on the CPI. But something that wasn't brought into that conversation was step increases. That is something that's very unique. A lot of times to government work, my understanding and Director Faulds, if you know this, feel free to chime in if I'm misrepresenting anything here. But my understanding is that step increases can sometimes be as much as 5%, and that happens maybe every couple of years although I understand that can fluctuate. But that's another opportunity where... I mean, a step increases is a pay raise, right? I mean, in the private sector, we don't get step increases. We get that pay raise so I only bring that up because that opportunity still exists. I'm not looking for us to impact that at all because step increases, even health insurance to a certain extent, those are some things that we have committed to our staff, which is why I don't necessarily wanna touch those. But a pay raise is not a

given, that is something that we take up every single year. And we have that conversation every single year during budget season. So I don't feel like we're taking anything away because it's not promised.

- Thanks Alder, Alder Gerlach.

- Oh, I was just going to ask you some of the amendment that we'll be going on but Alder Johnson did it, so I'm good.

- Okay, very good, Alder Dorff. I just wanted to make the one point that many of our city employees are also taxpayers. They live in the city of Green Bay and they pay taxes. Can you hear me or did something weird happen?

- Okay, you're coming through.

- Okay, thank you, and so I'm there, and I will be voting against any pay freeze, I will be voting against any furlough motion that comes up. But right now, I guess we're just talking about the pay freeze and I think we should vote

- I may again, I can just clarify one thing for Alder Johnson.

- Yeah go ahead, yes.

- Typically the step increases around 2%, give maybe a 2.2%, something like that. So a 5%, that might occur in situations where if someone gets hired and maybe they jump a couple of steps based upon where they were in the past or an agreement between HR department and that department. But typically it's about a 2% increase, and actually, I'm not really aware of too many people that have gone extra steps in the most recent years.

- Thank you for your clarification.

- Yep.

- Okay, we do have Alder Galvin in the queue for a third time, so make it quick.

- Yes, I appreciate your indulgence. I'm not sure if I'm understanding what's with this proposal of October 1st through December, will there be a 1% raise January 1st of 2021 for these non-represented employees?

- Director Faulds, could you just explain the chronology for us?

- Sure, and I probably need a little bit of help too to make sure that we're all on the same page on this. But my understanding with the motion that's been proposed is that as proposed to not have a step increase, excuse me, up Cola increase of 1% next October, which would be 2021. And the thought is to have essentially no increase for 2021, we can look at the budget and see how it's, Mayor or the council could propose maybe a Cola increase throughout the year, but then the '22 budget would have to include the increase from you all starting January 1st. And anything that would be October of 2022, if that was wanted as well.

- I think that's what it is.

- All right, so we would have to propose the next year's budget for 2022. All right-

- That's my understanding.

- And also just as a point of clarification and employees in the city of Green Bay, six years on, a non-represented, they are making, they add up all the other municipalities in the State of Wisconsin, they're at the 50% point. Which means, 50% of all other employees in the State of Wisconsin for six years on make more than our city employees do, and 50% make less. And a lot of that has to do with location and where you are in the state and where those communities are competing for jobs and

other things like that, but that gives you an idea. They're in the upper echelons of those pay scales, at least in the six-year scale right there, thank you.

- Thank you Alder, with that, we will go to the board again. This was motion was made by Alder Johnson, seconded by Alder Brunette, and this would eliminate the 1% cost of living increase in October of 2021.

- Mayor, point of order while that's coming up.

- Yeah

- Would I still have the floor after that depending on the outcome of that motion?

- Sure. yep. So that is a tie of six to six, I will break the tie against, so I vote against the motion. Alder Johnson.

- Thank you, Mayor. This one is going to apply similarly across all departments. So that's why I'm bringing it up here. In my short time on council. I haven't seen anything proposed like this, so I'm certainly gonna be looking to finance. We did consult on this beforehand to maybe just reinforce that, that the way I'm introducing this as appropriate. Mind create a new account that that is sort of centralized where all departments could feed into it, and that all departments with the exception of City Council because we already took that one up. So from Mayor down to human resources would provide a 1% reduction in expenses and that that 1% reduction would be placed into that new account. And if there's a second, I would explain.

- I'll second that.

- We have a motion and a second, Alder Johnson.

- Thank you Mayor. So when I look at the departments again, this would stretch from Mayor to human resources, and for the record, 1% on City Council budget would be 1479. So it's again, equivalent to what we just... What we actually just passed, So 1% on all budgets. What I'm looking for here is that would generate a cost reduction, expenditure reduction of approximately \$888,000, \$889,000 which would approximately split the difference in terms of the pay increase or in terms of the tax increase in terms of where it's at. So I'm trying to strike a compromise here, and the other thing, so I believe that this would put us just below 2% in terms of a total tax increase. So I'm trying to work towards a compromise here to see if we can bring both parties to the middle. But the other thing that this does by creating that centralized account is it gives department maximum flexibility with determining how to drive that savings. If they want, if they wanna cut a program, they can do that. If they wanna cut off the supplies or contracted services however they decide to get there, they can make that decision in terms of how to do it. So I like the fact that this, again, strikes the compromise. It gets us in the middle, but more importantly, it gives her department heads the flexibility to decide how to get there.

- Thank you Alder. Other comments on that motion.

- I pressed my button.

- Alder Dorff, go ahead.

- Thank you, we tried this a few years ago and it just did not work. And I'm gonna be asking some of the senior staff to explain why it doesn't work, but I'll do my best right now. You can't take that across the board, when you have contracts that are settled, and you have employees that get a certain amount because it's based on a contract. So you can't use their salaries or their health benefits or anything. So then it comes down to the office supplies or whatever's left. And it isn't, it can't be done equally across the board. There was a committee created, I remember that. And they tried to figure out how to do it, and it wasn't possible. Senior staff, will you please help me explain how that went when they... Somebody proposed that it got passed by council and it just didn't work. It doesn't work, at least equitably, it just doesn't work. So who can help me explain that?

- Can we started with Director Ellenbecker, and then have other members of senior staff who wanna offer their perspectives feel free to chime in.

- Again, I'm Alder Johnson and I had talked to him earlier and he just asked help but let me start with how systematically we would do it. It would be like you said, it's kind of like how we put the turnover

in. It would be one account, the two 1% a year, like you said it would be a calculation. Unfortunately, these are large numbers for some of your larger departments. It's over \$200,000 reduction for like a police and a fire department, are 1%. Again, as other alders has said, you know? We are locked in for salaries increases. You have some contractals again, based on, I did talk with elder Johnson, you know? Again, his description was this would give the department head a chance to try to meet that one way or another whether that's leaving positions open, reducing overtime, cutting other supplies and expenses. So I'm just explaining what kind of how we got to that point. I guess I would prefer the department heads to talk about more specifically, how that would truly affect their department. Again, on department I'm gonna just take administrative services,

- And just to be clear, so Director Ellenbecker didn't necessarily endorse this, she just helped me walk through how it would work or apply.

- Right, so like in my department, I would have to find \$23,000. And again, as the Alder said, that would give me as choices to decide, do I want to hold position open? Do we not order a certain kind of something that's within our budget? Do we try to eliminate a contract or a software or something? Or find somewhere they would be more efficient or try to streamline but giving the department head the opportunity to try or that really forcing them to find find those dollars without the council saying was specifically which lines we have to pull from.

- Any other department heads wanna chime in on past experience or just perspective on the motion?

- Probably in if I can, Mayor.

- Yeah, go ahead, Chief Smith.

- Thank you, our budget is about \$25 million for the Police Department. That means about \$250,000 would it be 1% of that? 93% of my budget is salaries for our people. We have about 7% of my budget is stuff like computers and contracts and things of that nature. So my savings would have to come out of my budget. Here's my problem, I was at 194 sworn officers. I'm down at 187, if you pass the two mental health officers. I've already read eliminated two records civilians down from nine down to seven. If I reduce my sworn numbers lower, I have to backfill those positions with overtime. So it's a catch 22. I've got about a \$900,000 overtime budget, if I lower my sworn positions, field positions too much, then I'm back-filling that because I'm required by contract to have a certain number of officers out the field. So I lower the number of officers I have my overtime increases consequently, because there's fewer people in the field than I am obligated to by that number of people out in the field. You

know, I think if you look at the numbers that we have I think you'll see we've done a really good job of being really stingy when it comes to our budget. And as Kevin said earlier, you know? The idea of furloughing our folks, especially, after all they've been through with the pandemic and even our records folks and our people that are at the front desk have just done a yeoman's job. I can't say enough about the great job they did and how proud of I am of this year.

- Thanks, Chief, other senior staff with comments?

- Yeah, I'll go next. We're about \$18 million on the levy, so we would be looking at about \$180,000 contribution at 1%. The only way for us to do that is to cut programs and that in my estimation that's something that's not going to be acceptable to the alders. So we're kind of catch 22 here, where you're asking us to save \$180,000 but continue to provide the same types and level of service that we have historically. And I'm here to tell you that is not physically possible, okay? The one thing that I think gets lost I heard Alder Steuer make a comment earlier that his constituents are expecting him to make a demonstration that you're doing your due diligence. I think it gets lost in the shuffle sometimes when you're reviewing these budgets, that there are months of preparation that go into this by the senior staff, before that budget ever gets to the Mayor, then the Mayor reviews it, and there's additional revision, and there's a couple of weeks worth of additional scratching your head and working on it before that Mayor's budget gets compiled and sent off to the joint Personnel and Finance Committee and the Common Council. So if there's any thought process out there either within the general public or within this meeting that these budgets are just sort of thrown together. And there's a huge amount of wishlist in our budgets. I think that that assumption would be wildly inaccurate. We are down to... I made the comment to the Mayor in the past, we're done cutting fat out of a budget. I'm cutting muscle right now to get down to the numbers we did. And speaking for Department of Public Works, even with the increases in salary, even with the adjustments for benefits, and everything else, I came in \$11,000, actual dollars, \$11,000 under by 2019 approved budget for 2020. We did everything that we could, and if you're asking me to take another 1%, another \$180,000 off of it, I'm glad that we're gonna have the flexibility to make those cuts wherever we see fit, because that's what we're gonna do, is we're gonna cut programs.

- And I can just go real quick then and just echo, I was thinking the same thing Steuer said about the months of preparation that goes into this. I mean, we've been working with the Mayor for such a long time to cut down our expenses already, and then to come to the common council and say, "All right, 1% across the board, that is very difficult to do. We're already cut down, like Steve said, cut down to the bone. It's very hard to cut off 1% at the last minute. So that's from my perspective as a small budget or a small department. It's hard to cut down 1% across the board at the last last meeting.

- Mayor, Steve Linton.

- Yeah, go ahead and Chief.

- So I'm in the same boat as a Chief Smith, same rough numbers, although we have, you know? Part of our budget is allocated to Allouez, which is a revenue offset. So we have to take \$2 million out of the picture right there. So let's just say it's \$23 million, and so \$230,000. And as I run down line by line and I'll do that tonight because it seems like we have this discussion every year. So salary is set by contract, overtime, because we have minimum Manning. Vacation holiday, all set by contract, health insurance, dental insurance, life insurance, social security, Medicare, workers' comp, WRS pension. All of those things are set by contract and or by the benefits or salaries of the employees, clothing allowance, we've got \$96,000 in there set by contract, once again. Personnel supplies, that's supplies that we use for the stations to operate nine buildings for cleaning, toiletry things of that nature. Training and travel, we got 20 grand in there, or \$27,000 in there, drill instruction another 13, so we got 40,000 in training for 200 in what will be a 12 employees recruiting. Again, that's police and fire commission, mine has been moved over to our budget. Laundry, for clean our laundry for sheets and bedding and towels and things of that nature. Contractual services, every single penny in contractual services have due to software, maintenance, or contracts for maintaining equipment. materials and supplies \$25,000 that's all the different things that, again, we use in different areas of the nine buildings that we operate Gas and oil, you know? We got to run the vehicles, tools, and shop supplies. You've got 9,000 and air oxygen, medical oxygen for the ambulance is 15 grand. We get that money back into reimbursement, through ambulance billing. Medical supplies, \$156,000, We get \$3.2 million, we generate in ambulance revenue. We got 18,000 to maintain our radios, 39,000 for firefighting equipment with things that get broke and or are worn out. And then we got electricity, natural gas, cell phones, water, and sewer, and storm utility that makes up our budget. Take out \$250,000, roughly you're taking out people, that's just flat out as I can make.

- Thank you Chief, other comment from senior staff?

- Yeah, on the Parks Department. and we're in a very similar situation as a Director Grenier. So on our end 1% would be about \$85,000. We don't have any open positions right now to delay filling those positions. It'd be difficult to impossible to find 85,000 out of our maintenance funds, cause that's an awful lot to come up with. So on our end, if we were to cut it, be looking at programs and amenities within the parks department.

- Any others?

- I'll jump law.

- Okay Attorney Chavez and then Director Grenier, away.

- Okay, thank you.

- So from law, we just don't have any wiggle room anywhere in our budget. So whenever we are considering a reduction what we're looking at is salaries. So we'd be looking at furloughs fulfillment option, we have available to even do that. And to six people in the city would be a very difficult. I mean, they would be very difficult for us to be the only ones who are furloughed, especially if people still need to do their jobs, they still need to talk to a lot partners.

- Thanks Attroney Chavez, Director Grenier, away.

- And we definitely can't furlough the law department cause we use them all the time . You know, we have a smaller budget, admittedly, we'd be about \$30,000 we'd have to look at, and the whole first page practically of my budget is salary related. So I'm looking at things like gas and oil, equipment, and repair, vehicle repairs, those types of things. I could not come up with 30,000 even if I eliminated those line items would be the problem. And I just wanna note too that, we as departments already, I think hold money, and Diana, maybe you can explain that. When positions are open, we have an expectation in our budget to come up with some dollars based on those open positions. And we sure have had our share in our department, I can tell you that, but so that's budgeted already. And we have held positions, we have not filled them. I mean, I lost my real estate person couple of months ago. We have not filled that. So we've been trying to extend these as long as we can, knowing that this budget was tight, so.

- Thanks for those comments. Any others before we move back to alders?

- Hey, I guess I could join in.

- Yeah, go ahead Director Hronek

- As the case with all the other departments, most of my budget is personnel. And what we do support is maintenance contracts for software and for hardware, and it would be very hard to find

any squiggle room in that. And what that would hurt is the entire city, not just my department, because a lot of the software that we've been fund city-wide operations.

- Right, okay. Thanks Director.

- Thank you.

- Thank you.

- Alder Gerlach.

- I'm sorry, if my button is pushed, I didn't mean to speak.

- Oh, no problem, Alder Galvin.

- Your honor, and this is the point I've been trying to make for the last several years with our budget. I understand we all feel an obligation to try and have a budget and not raise taxes. No one wants to have taxes raised. No one wants to pay more for their cable bill. No one wants to pay more for the gas in the tank or the groceries on their table or the work they have to have done around our house. But this has been a burn that I've had. I'm gonna use the Police Department again as my whipping boy, because I saw this for so many years budgeted. Now we've got 194 officers and we Pat ourselves on the back and we tell the community, we've got 194 officers. That was our maximum. We never had 194 boots on the street ever, ever, because we were always delaying hiring, or not hiring people to fill the budget needs because our budgets have been cut to the point where like Director Grenier said, we're done cutting fat it's bone and muscle folks! You have to understand that, it's bone and muscle. And if you're willing to do that, that's fine. But like the Police Department itself \$ 1.6 million more if we weren't getting the aid that we're getting to fill those other police positions, 1.6 million that's what they've been able to save among other things. We're patting ourselves on the back that we're adding two more mental health officers but we're not really. Or we might have two more on the street, but we're going to have to pull two more from somewhere else. \$250,000 is two and a half positions for a whole year. Those are your community police officers. Oh, you get complaints about all the time because they're not around. They're trying to help our neighborhoods having problems or the traffic enforcement officers that aren't around to enforce traffic and people are complaining about. These are the potholes in the infrastructure the pumps that we need to have the

pipes clean so that the rivers can flow and the water doesn't backup in rainstorms. This is an extra paramedic that we're not paying overtime for at some of the stations. I mean, these are the things that we're making them cut and we're doing less. We're not doing more with less anymore, we are doing less with less. And if that's what you want for this community, if you can handle those complaints from the people that complain about the streets being in crap condition about the lack of police enforcement. About the parks that are up to what people think they should be. Or the bike pedestrian pass, or any number of other things that you hear, all those complaints about. We need to look in the mirror as to why that's happening. You know, there needs to be reality check here, and I don't think we're on board with that, unless you want to actually cut the physicians. Tell the Police Department you're gonna cut two physicians. Tell them take it from somewhere that'll give you a \$200,000 there. Cut that paramedic or whatever else it is the fire department was gonna put them. Tell Director Grenier don't patch those roads, or don't resurface some of those things, don't change some of the infrastructure underneath those roads that people are complaining about pipes bursting all the time. Because that's where it's at now. Unless you've got some way of finding money that we're not aware of, thank you.

- Thank you, Alder. Alder Johnson for a second time.

- Thank you Mayor. Look, this isn't something I want to do. I don't think any of us really want to do this. I mean, a lot of the things that we do when we're talking about potholes, like, look, the wheel tax pays for that. Now, when we're talking about pumps and road reconstruction we bond for those big types of projects. But the one thing that we keep talking about is that we shot ourselves in the foot by not raising taxes over the years. Folks, we still have the highest mill rate in Brown County. Our mill rate is double what Bellevue pays. I mean, in granted, I understand that we have needs and we have services that some of those other cities don't have. But when we continue to lament that I mean, that this is the penalty for not raising taxes. I think it's a misguided approach to the way that we look at how we tax. If this were the past the way that the finance committee recommended, I believe our mill rate would be 9.78 or 9.79 per thousand dollars on assessable value. That's way more than anybody else around us, way more. And when you think about how to attract development to a community the mill rate matters, the mill rate matters. And so look, I'm not proposing... We have to pay attention to the mill rate, we have to hold the line on that. This does not feel good. This is the responsibility of making tough decisions. I don't wanna do this as anybody else does, but I mean, if we want to hold on this vote and put it, I mean, one of the things that was brought up and I appreciate Director Grenier bringing this up. Because I don't think there's, I certainly don't think that this is a rapid approach. And I don't think staff's been reckless with how they put this together, in fact, I think they've probably been very responsible. But the challenge that we have is none of us, the City Council members have been a part of that process until it's presented to us. And that's the way government works. You know, but that's the situation that we find ourselves in, now. I personally would love to see a budget and it's not the way that it's set up, but that sets it up by program rather than these independent account numbers. Because now what it does is it puts us in a position to say, "You know, I want to take \$50 from office supplies and a \$100 from this account and \$50 from that account, and that's not a great way to budget, let's be honest. It would be better if we could say this program costs this, and this program costs that, and then we could be talking about strategic priorities instead of how do we reduce these individual accounts, but sadly, that's not where we're at.

And so that means we have to find I mean, if we wanna go to the public and say, "Look, folks, here's a three plus percent increase". I mean, that's what'll happen if we can't find a way to reduce expenses somewhere. So I'm trying to do something that's equitable and fair unless the department had wants to step up and volunteer to have part of their budget reduced, I'm certainly willing to listen to that, but I'm assuming that that's not going to happen, which is why I've proposed an equitable approach to the way that we're doing this.

- Thanks Alder, Alder Gerlach.

- I'm sorry, I can't find any way to undo my button is not pressed, I don't have anything to say.

- Okay, no problem, Alder Brunette

- Yeah, thank you Mayor. You know, tough budget. You know, there are 12 City Council members and one Mayor and there's 13 of us. We're probably 13 different philosophies on government and taxation. My concern is as presented, you know? We go from a tax rate of \$9.46 last year to \$9.75 potentially more or less, but around that area in just one year. That's a 29 cent increase per 1000 of property, so if the person has a \$250,000 home they're gonna be paying \$72.50 more. I know to some of us that may not seem a lot, like a lot, but there are literally homeowners, property owners, renters throughout this city that have had their hours cut, have had to buy computer equipment for children that they now have to teach from home. Reduced hours challenges, and finding daycare. For us to say to them, "You know what, public, you need to pay \$72.50 more to basically maintain the same level of service in city government". I'm not willing to put that on people. So I think alderman Johnson's gonna... And I'm not trying to grand stand, I don't like that sort of thing. It's just I'm expressing my viewpoint and philosophy on government. We go from \$9.16 in the mill rate to 9.46, to 9.75 in two per years. A 59 cent increase in the mill rate over two-year of period of time. It will slow development because whether or not that tax rate is huge to some developers, the perception is there that Green Bay's tax rate is going to keep rising. Of course, we have the reassessment coming up and hopefully reevaluation, and hopefully actually it gets reduced some. That's one of the silver linings on the horizon. and we need to be in a good financial position to realize that. But you can't go to the public and say, "You know, the City Council proposed an idea to our department heads to say, make a 1% reduction over the course of the year". We're not saying today, tell us where the 1% is. We're saying over 12 months of the year, as positions come open, as people retire, as perhaps you bid on projects and they come to lower than what your tax levy budget allocated for. We're gonna delay this equipment purchase. We're gonna renegotiate this lease with a service provider. We're gonna do a lot of different things in order to make up that 1%. We're not telling them this is how you have to do it. We're saying, look at a way to make it happen, and make it happen because that's the sort of sacrifice people in the public are making. I am perfectly comfortable going to my constituents and saying, "We're gonna get through a tough budget here, there might be a little bit of reductions here and there in order to keep our tax rate reasonable so that we don't repel

economic growth, which by the way in future years is gonna keep our tax rate even lower. But one thing I will recommend and I like alderman Johnson's motion. I think it challenges our department heads to be a little entrepreneurial in their approach to things, which is what a lot of the public and the business world and non-profit world should do more of. And you know, quite frankly the business world and nonprofits have to do that cause their budgets are hurting with loss of revenue for business. One thing I would recommend though is an amendment to exclude police and fire. I don't think we want to sacrifice public safety especially, in a time where we have seen an increase in shootings, and we are hiring back a firefighter that we had to reduce in previous years. And Johnson, I am meant to go forward with your motion but exclude police and fire from the 1% reduction.

- Is that a question for Alder Johnson?

- Yeah, it's like if he would entertain an amendment.

- I would, thinking about how police and fire, police in particular mentioned 93% of their budget is tied to contractual labor, is that correct?

- Yes.

- So Mayor, if I could just maybe ask them to procedural perspective, can I accept that as a friendly amendment or there's I need to propose there?

- I believe you could withdraw your amendment and re-offer it.

- Okay, so I would accept that and then say 1% exempting police and fire.

- I'll second that

- Okay, with that change in the motion, Director Ellenbecker, could you inform council what the impact would that be on the affected departments?

- Sure, give me one more minute here or half a minute.

- You bet, and while Dr. Ellenbecker makes that calculation, Alder Galvin,

- Giving us the Bellevue. And he and I have actually had like this, and I think I've had this through all the Alders. We need to compare apples to apples. When someone says, well, Bellevue pays less, or Allouez or Howard, Suamico pays less in Green Bay. What does Green Bay offer? What does Green Bay have that these other communities don't have? And what are we paying this for? Or why are we paying more? For one thing, Bellevue doesn't do any leaf pickup. I'd like you to tell all your residents that from now on it's their responsibility to either mulch their leaves or throw them in the back of their car or pick pickup truck and haul it to the dump and take it out every year. And my understanding was Bellevue is still requires homeowners property, owners to pay 100% of the road replacement in front of the property. Let's see what happens if we tell people that here, I mean, that would certainly get the mill rate down, I think. You know, so there's a lot of things that we have. We have a downtown. We have amenities that these other communities don't have, and we have to pay for those if we want them. I would love of the city at some point in time to do a comprehensive study, so we could actually compare what people are getting with the mill rate. I understand businesses coming here care about leaf pickup or road replacement, or having a downtown to go to. But I think for the residents, the people we're trying to attract, to build homes here or move here, those are some of the things that we wanna have. And I think that's what we're paying for. And I guess I would ask with this amendment that Alder Johnson and Brunette put forward, if we're exempting the Police Department, that's roughly \$450,000. Are we passing that on to the other departments? Or are we just saying we're not gonna work with that, that those two are off, and so that's \$450,000, 1% the program, thank you.

- Thank you Alder.

- Okay, I mean. Go ahead, Director Ellenbecker

- Yep, so I did based on all that Johnson originally submitted was 889,000 as a reduction. He did say he wanted to exclude City on 7,000 and then if I back off police and fire, which they netted out to be 527, that would bring his original motion of 889 down to 360,000. That is backing up council, police, and fire. Again, your 1% would be 360,000 for the remaining departments at 1%.

- Okay, is that how you wanted to structure that Alder Johnson?

- Yeah, just one point of clarification. Director Ellenbecker mentioned reducing or eliminating council was 147,000 . It's 1,479 . I don't want anybody to think council has that big of a budget .

- Thank you, that is the total amount, correct? That was not at the 1%, correct?

- Yup, all right, Alder Scannell.

- Your honor, I just wanna say two things basically. One is, the mill rate is a concern, we don't wanna get too far ahead of the other communities around us, even though they are much smaller and it really isn't appropriate to compare us to them in many, many ways. It's a fact that people do look at that and that is a factor that people consider. However, they also consider services. And I think they consider services a lot. Coming to the Green Bay, you're looking at schools, you're looking at services, you're looking at what kind of community it is. Is it a vibrant community? If we pack too deep we're gonna start a city that isn't growing is dying. We're gonna go in a downward spiral here. I just, you can only go so far and your tail spinning. And then your people are not gonna be coming to this city. You're not gonna have development here. We're not gonna have the vibrancy, You're not gonna have the services that people are looking for. That's a factor that people should not forget. And then lastly, Oh, I see, and I don't know. I don't know if you noticed Mayor, but at one point Commander Warych cause was waving his hand a while back, I don't know if he still has something to say. I don't know if he's still here, but maybe keep an eye for him. I don't know if he has something he still wants to share with us. But I don't support this, I think staff, you know? We say we want staff to be creative. They've been creative. How creative They've walls, there are walls to hit, and I think we're at that wall. I think that's one of the big difference that perhaps some of us are willing to accept and some are still banging their head against, and I appreciate that. I appreciate everyone trying to reduce this mill rate. I mean, I don't wanna raise taxes on me, I don't want to raise taxes on my friends and family. My 93-year-old mother, I don't want to raise taxes on her. But it's a matter of what kind of community do we want? What's the responsible thing to do? And we all have our own ideas on that. I think for the most part, this budget hits that mark, thank you.

- Thanks Alder, Commander Warych, did you have something to interject?

- Yeah, just having some computer difficulties here. I wanted, I mean, Alder Galvin said a lot of things I wanted to say but to give everybody perspective, the Police Department has to make \$257,000 up already with the high turnover. So if we had a 1%, that would be in addition to the 257,000, which

weights the bodies. So every time we don't have a person in a squad car in a district, that's service that we're gonna lose on. And I would also wanna make sure everybody understands that we as a Police Department have been doing that for years. For the last three, four years, it's right around, you know? Give or take \$300,000 that we had to make up over the course of the year, which equated the open positions. So it hurts us because we can't physically get to the numbers we want to give, and provide the services we can to do that. So I understand that there is a different amendment on the floor but I wanna make sure that everybody understands that, one, we've been doing this for quite some time. And that, that high turnover rate just because people are retiring the payouts that these employees are getting is coming out of our budget. Which equates to open positions, which is very problematic because we need officers like yesterday.

- Thank you, commander. Alder Dorff.

- Thank you Mayor, so I was listening when the directors were talking. I feel like they weren't really heard, in some instances when Director Grenier talked about the hit DPW would take, You know, we now saved the police and we saved fire, but how about plowing into the snow, how about collecting the garbage and picking up the leaves? I think we better take DPW off. And then I think about director Grenier wag, and what they're going to have to sacrifice. And we've gotta take economic development out to, and I'm pretty sure parks. We can't possibly lose that much money in parks. Let's amend it and get parks out of there, and my goodness sakes, Vanessa Chavez, and the City Attorney just said, we're gonna have to have city attorneys. We can't have we'll have city attorneys. We're not gonna have their help. And my goodness sakes, there's also human resources, that doesn't currently matter as much because it's like \$12, they're going to give us. But my Micronics and technology, oh my goodness sakes, we can't, we need every bit of technology. So I would like just to eliminate any of this, but I'm being facetious, but I'm also telling you, that before we're done, I'm gonna be proposing a 0.54 reduction, we're gonna be getting down into the twos. And we're not gonna touch salary, and we're not gonna be touching people's jobs, or raises or programs. We can reduce this, so the number starts with the two. We're going to get out of the threes, and we're not going to hurt people, and we're not going to hurt the citizens of this city. So there are more cities to come, and I hope that many of us will vote against this motion just as I planned to do, thank you.

- Thanks Alder, Alder Lefebvre. Not hearing you Alder Lefebvre if you're speaking. Alder Corpus-Dax-

- Sorry, I was muted. I apologize, I was muted, I didn't realize it. I did have my button on, and I know you're having trouble seeing that. But I did want to go back to Alder Galvin and I appreciate what he said because that's what I wanted to bring up. I get so upset when people compare like, I'm sorry, Alder Johnson, you were comparing us to Bellevue, That's not proper, you can't do that, 'cause there is no correlation between us. And I get very upset when those things happen. And I have to realize that this city, we have a problem, we've had it for quite a while. And I understand people are trying to

find ways to bring it down. I don't wanna tax, I have a conflict. I don't want to tax. It means my taxes are gonna go up. And I'm just gonna bring this in, although I've been here 48 years, we started out when we bought our house \$650, went down to \$550 and then started creeping up. And all of a sudden we pay over \$4,000 a year. In my house, it's the same as it was when we bought the house, there's no improvements in this house. So there's no difference but look at how it increased. going to do it because I want the services. I want my street plowed, I want my leaves picked up. I want the fire department to come here for Pete's sake, so if something happens. You know, I want these services and that's the problem. A lot of people don't want their taxes raise but they demand the services. And I have had so many calls this year, there's so many issues in the city. They want those services , so I have to vote for this, thank you.

- Thanks Alder. I mean, not this... I'm sorry, not Johnson's proposal but the tax thing, I just have to support it, thank you.

- Thank you Alder. Alder Corpus-Dax.

- Yes, I just have a couple of questions for Director Renier what services would we be looking to cut?

- Any number of them, we would be looking at changes to garbage collection. We would be looking at changes to the bulk program. We would be looking at changes to your own brush collection at the curbside, we would be looking at a reduction in salt budget. We would be potentially looking at changing our de minimis level for plowing to be more in line with our neighboring communities. Instead of falling at a two inch level, we would call out plows out at a three inch level which is what most of these neighboring communities do. There's a number of places where I can make the cuts. I can save three and a half million dollars tonight, if you want to do that, I'll lay off 23 employees in my sanitation department, we will stop collecting garbage and recycling at the curbside, and we'll contract that out. That's what a lot of our neighbors do. That'll save you 60 cents on the levee. You tell me what programs you're willing to lose and we'll make it happen?

- So for instance, let's say brush collection, we take that out of the budget this year, do you have a dollar amount to that?

- No, because those same employees, are the cycling. So if you just simply take the brush collection away there's 1.5 million in salary for those employees, you're paying them the salary, whether they're driving that truck to collect brush or not collecting the brush and sitting over at the waste-site job.

All you did was take away the efficiencies that we're trying to build in the employees by getting a match to use them in the course of the day.

- And correct me if I'm wrong, but I'm assuming that if we do ask you to remove services those services are pretty much gone. Like they're not going to be coming back into our budget.

- Unless you want to put her back in the budget in the subsequent year.

- I mean, I'm gonna assume most people don't want that because we wanna keep our taxes down.

- Correct. Okay.

- Well, thank you.

- Thanks Alder, we do have a number of people that buttons pushed. So just please take a look and make sure that you want to speak again. We're two and a half hours in and we haven't made a whole heck of a lot of progress here. Alder Brunette, I believe for a second.

- Second time thank you, Mayor. Fellow colleagues here on the council, we gotta stop talking like this is draconian a cut. Come on, we're gonna really expect the Public Works Director to lay off scores of employees to make up a two or \$3 million budget cut? I mean, come on, that's not what we're talking about. It's a 1% cut over the course of a year for some of our departments not all departments, we exempted police and fire. It's a 300 after the adjustment, it's a \$360,000 reduction in our taxes for our taxpayers. If you were to look at a personal budget, a family budget of say \$60,000, that would be a \$600 hit for a personal family budget over the course of a year. No, we're not talking about personal budgets. We're talking about city budgets. We gotta stop making this seem bigger than what it is. Alder Dorff, it's not a 10% cut, it's not a 20%, but it's over the course of a year, a 1% cut. We're not micromanaging the department heads to say, this is where you need to cut. We're just simply saying that over the course of the year trying to find, trying to find a way to reduce your budget by 1% using whatever tactic that is toolbox to do. Out of respect for the people who are paying the bills here, it's not draconian. It doesn't need to be bigger than what it is. We're not seeing a 10% cut folks, it's a 1% cut realized over a course of a year for some of our departments, excluding police and fire, okay? Let's just stop with the world's coming to an end, that we're asking departments to cut 1% over a year, thank you.

- Just to remind the Alders, just to direct their comments for the chair. Alder Johnson, I believe for a third time. This will be the last time I recognize somebody for a third time.

- My bottom is not on Mayor.

- Okay. Mayor. I hesitate to ask Alder Gerlach.

- No, it's real this time. I think

- You're in the queue twice. So go ahead.

- Okay, I just have a question because I wanna make sure I'm understanding this correctly. I feel like some of the Alders are suggesting and everybody understands, this is my first time. I feel like some of the elders are suggesting that if we don't agree to this now, this is our last chance to make cuts to the budget. But then I heard Alder Dorff say, she has some cuts she wants to propose later. And I do remember that a number of items were pulled, and I think we're only on the second one.

- So on that , any kind of across the board broad impacts and employee compensation should be handled now. The other departments and other items will be addressed later but if Alders are interested in making organization-wide impacts, this is where they would need to make them.

- But we could have the opportunity to make other impacts, okay, thank you.

- Right.

- Just all I needed. All right, with that, we will-

- I've had mine .

- I don't know, I'm not sure what's going on here, so I apologize, but Alder Wigg, go ahead.

- I'm like mine's made out in the whole time that I'd been fine and his might be useful, especially, all their gear lock for yourself and correct me if I'm wrong Director Ellenbecker. But if you want to see a 1% change lower or higher, it's about 550,000, correct? So if you wanted to lower your taxes 2%, from what it currently is, you're looking at 1.1 million you got to come up with in revenue or cuts.

- Director Ellenbecker?

- There's been-

- I wanna verify it and his number yet, just to make sure that we're on the same page here.

- But it just kinda gives people an idea, what does that mean exactly, you know? You wanna get this to a certain point, now you can kinda do the numbers in your head.

- Correct, it be able to take it down from a 3.4 down to 2.4%.

- Appreciate it, thank you. And I haven't commented here on the budgets. I just have a few things to say on. Obviously, other people have stated these things. Obviously, due to COVID restrictions, You know, Green Bay residents, like a lot of others around the country are experiencing yes, unemployment, but also underemployment. That's probably as big of a hit as unemployment is the underemployment. They're themselves seeing being on furlough and maybe not taking pay raises or pay cuts and just great uncertainty. And for many, it is a financially stressful time. I would like to think myself, I'm just as connected as all of you are to your districts, and I know I'm hearing about it. You know, they understand the beat, but they're asking, "Hey, you know what? This year, we're just getting pounded from every which way. and it's very resoundingly tone deaf and rigidly callous to propose a 3.4% tax increase, on top of all of the things our citizens have gone through and suffered, and all the apprehension that they have right now. If I think the problem for a couple of months would be direction. The direction our department heads were given and a lack of creativity. If I was

Minutes of the Common Council

Mayor, I would have directed department heads to come in with a max increase of 1%, maybe one and a half, find a way to do it. I've been on the council since 2002, we've done that plenty of times, there's no reason why we can't do this, especially, this year. It doesn't mean it has to go on after this year, I fully expect we're gonna get back to normal next year. This is a special year and a lot of people are in pain, but it leaves us always in the position. The council finds ourselves is that we either kinda hand pack at it and I've done that before in the past to no avail. Usually, I get ridiculed and then voted down and everything, so I don't have as many of those time. Or to take some more drastic measure, but that's to come in line with what was being expected. And I think people would know it, might affect some of a little bit. Like Alder Burnett stated, this isn't a draconian measure. This an awesome small coming in on the edges, of what we offer just to buffer people, from what we're experiencing. So it's not a normal year, I wish it was, because then I wouldn't entertain a two or 3%. If it were normally or all things factored in, but it's not. And so I think this is a reasonable moment to move forward to hearing other people's ideas to coming up, thanks.

- Thanks alder, with that we will go to the board on the motion from Alder Johnson seconded by Alder Brunette, which was-

- Alder Steuer wanted to speak

- Alder Steuer. Thank you, your honor, I won't make it too long. This is my ninth budget cycle, it's probably the toughest. Last year I voted for the budget increase and I'd like to ask Director Ellenbecker, you know, I've had conversations with her, but for seven or eight years, we didn't raise taxes much at all. So I understand that whole dynamic, and now we're in a tough spot, but last year, director, Ellenbecker you talked about how this, you know, you talked about can we add a 3%, whatever it was last year. We're talking about another one this year, and it was a possible talk to have it next year as well. So I guess I just wanted get clarification from you as far as the thought process over this last year, this year, and next year as far as getting the ship back in order. Is there any way you can clarify some of those thoughts that we talked about?

- Yeah, I think, thank you, alder. I think it was generally, when we talked about it last year, we said there was five out of eight years that we had not taken a mill rate increase and we had made reductions and taken... We reduced some skinny down some reserves, we overinflated some revenues, we took a lot of equipment and really took a lot of things down to the bare bones. So there was over five out eight years. we did not take a mill rate increase. I think the comment I made last year was just we're not gonna be able to fix it in a one-year mill rate increase. I think it would take a couple of years to really try to get back out kinda the hole that we had gotten into. So I think that's a comment I would have made. I don't know if I specifically said it would be three years to get it out, but I just think I said it would take a couple of years to really take a mill rate increase to kinda feel like we are we're back on where we wouldn't have to have a mill rate increase, or as big of a mill rate increase.

- Well, that's fine and dandy. I think, I listened to Alder Johnson when he talks about the mill rate going up and that's competing with other communities and Bellevue is different than Green Bay, Howard suffering than Green Bay, I realize that. But this is tough, you know? And when I brought up the idea of a furlough before I wasn't talking about weeks on end, I was talking maybe a half a day or one day. You know, I know people that work in the private sector You know, this apples are apples. They're all administrative. They all took a furlough, they all took... They didn't get a raise per se, and the religious live with that. The fact is the more digging I did on this, the more difficult it was to come to some kind of a head on this because we have so many different bargaining in units and such. I'm still trying to mold that over but the taxpayers are up against it a little bit. I voted for the raise last year, you know? I went out and wave the flag. This year is a little tougher for me. So I just wanna make that be known and we'll continue on, thank you.

- Thanks Alder. So with that, we will move to a vote just to clarify, a motion on the table, is an amendment offered by Alder Johnson seconded by Alder Brunette, which would apply 1% cut to all departments with the exception of council police and fire. So with that, we will use the

- Dollar impact will it be \$360,000

- Director Manley, can you slide the window to the left and make it a bit smaller?

- I can do that.

- I just wanna make sure I'm seeing it accurately. Up, now, that's good, so it is a time, six to six. I'm breaking the tie against the amendment. At this time, I think it would be good to just take a five-minute break in case people need that. So we will be back at 7:22 after a brief recess.

- My bladder thanks you .

- I will call the council back to order. We are still on item 12, if there are any organization-wide impacts on employee compensation, that alders would like to propose. Okay, seeing no speakers, we will move along to item 15, Alder Dorff. I actually entertain a motion before.

- Yeah, I will move to approve item 12
- Second.
- Motion made by Alder Dorff, seconded by Alder Scannell. Alder Dorff, you have the floor.
- Okay, so wait, do we actually, do we prove the Mayor's budget? We, didn't .
- No we did. No, I believe we'll have a motion at the end.
- Okay, all right. So you want me to go to item 15 then, to law?
- Yup. Okay all right. So for law, I propose that we take the \$220,000 out of the budget that we had put in at the finance and Joint Finance and Personnel meeting. I believe that there are other ways that we can get that financing for the lawsuits that we may be involved in. And so I don't feel, I need to explain any further but I would ask Mayor Genrich if he would like to explain that if that's necessary to explain that further. So otherwise I just propose
- Second. Yeah, it would bring us back down to three. So it would be back down to three.
- Right, yeah, I don't think there's further explanation needed. There was a motion made to take that \$220,000 out from what was proposed at committee for the law department. And that was seconded by alder Johnson, do we have further comments there? Seeing none, all in favor signify by saying aye.
- [All] Aye.

- Opposed nay, the ayes have it. And then a motion has been approved.

- I like that. Onto-

- So we just get clarification, was that amount 220,000?

- Correct.

- Correct. Okay, thank you.

- And now we're on to item 17, Human Resources, entertain a motion

- Motion to approve

- Second. Second.

- Motion moved by Alder Scannell. Seconded by Alder Dorff. I'm not sure who pulled this item.

- Yeah, I did it here Mayor.

- Alder Wery, go ahead.

- Thank you, if you turn to page 64, kind of a salary summary rates, shows the positions. Obviously, a lot of our discussion has been centered around as it should be what the city needs to do, what it should do? People expect police and fire and the parks and the streets. And I think there's a position

that really will have a very minimal impact to a vast majority of our city. I would make a motion that the diversity inclusion coordinator be deleted from the table.

- There's a motion made, is there a second?

- Yes, it's not filled, right? If we approve this or I didn't bend the rest of the council to approve it last year, and no one is currently in that position.

- I mean, I'll second that for discussion. So I do have questions on it.

- And I guess, Alder Wery, do you want me to clarify on that?

- Well, and if I could with salary and benefits, I believe it comes to about \$86,000. That's what salary and benefits, and I know supposedly, and I think what you're gonna say Director is that, there's an offer out there, but there is nobody in the position and there's a lot of companies do. If you don't need a position, because you have other more pressing needs, you get rid of that position. I think we have other more pressing needs than that, Thank you.

- Director Faulds.

- Yeah, I can just clarify the timeline for that. So this position was approved last year to improve diversity inclusion in the workplace. We were supposed to have this position filled in June, that was delayed to help the budget for 2020. We then delayed it a couple more months to ensure that our 2020 budget would be met. We started recruiting in September, and then around mid-October, we had a verbal agreement with this person to start, and there's a acceptance from this individual and they're set up to start next week, and I think she's gonna be a great addition to the team. And I'm looking forward to her starting, but as you're correct Alder Wery. If you'd like to take this position up and look at it for the table of organization, you can do that.

- I thank you Director Faulds. Any other speakers on the motion? Alder Dorff.

- Thank you Mayor, so we just approved this position, and this position will support the equal rights ordinance that we also just approved as a council. And I feel this is a very, very necessary position. It's certainly something that is going to help. I mean, Bay, it's going to improve relationships. It's going to make our city vibrant, and it's definitely I think a representative of the direction that the city of Green Bay is going as far as acceptance and ensuring that diversity and equality exists in this city, so I definitely will be voting against this, thank you. Thank you, Alder, Alder Gerlach.

- Just wanna make sure that everyone remembers that Aldo Corpus-Dax and I co-sponsored the signing of the declaration of racism as a public health crisis. And one of the requirements of that when we signed on was to allocate money to make diversity and inclusion happen and to reduce racism, so that we would reduce the public health crisis. And I am the one who pointed out that we had covered that in our diversity and inclusion coordinator position. So if we remove that position, we have invalidated what we have signed onto as racism as a public health crisis.

- Thank you, Alder, Alder Brunette.

- All right, thank you Mayor. I remember last year I voted against it and I recommended that we start a committee like a volunteer committee a city commission, if you will, to work on these initiatives. And then since then, we passed the equal rights ordinance, which has a nine member of commission, which will require and advise city departments and involve itself in other diversity and inclusion issues throughout the community. That was a positive that came of the equal rights ordinates. So I guess what my question is, I don't know who would answer this, Alder Dorff if you drafted or I should say was your idea, but Ernie Mather drafted the ordinance but couldn't the Equal Rights Commission on a volunteer basis, do a lot of the work that the Diversity and Inclusion Coordinator would otherwise do?

- Is that a question for Alder Dorff?

- I don't know Alder Dorff may or-

- I'm not gonna answer that question I think I would ask human resources to review the job description.

- Sure. That would be fair.

- I think that would be much better.

- That's fine.

- Yeah, definitely, and you know? But the job description for this position is to create a diversity and inclusion strategic plan, and to work closely with department heads and with our employees. And improving diversity and inclusion in the workplace. And I don't think an outside commission is gonna be able to put the time in every single day, for the training and development and inclusion of our employees, and also help our departments with recruiting efforts as well. So I think this position is dedicated to diversity and inclusion in the workplace and that's what you need for all employees. You need that to recruit and to retain employees. I don't think a commission can really fill that void.

- Okay, thank you.

- Thanks Director, Alder Johnson.

- Thank you Mayor. You know, I posted this proposal last year because we had a difficult budget situation, and at that time I said that I would support this position a future year when the budget looked a little bit better, and I still stand behind that. And certainly our budget doesn't necessarily look any better this year. But one challenge I think that I'm presented with on this particular proposal is that we do have an accepted offer on the position. When I kind of came into this budget discussion, my mindset was such that I wanted to evaluate I guess, small, incremental cost savings that would add up. And I wasn't particularly interested in cutting positions or enacting significant furloughs or layoffs. And so I am gonna vote against the motion only because we do have that accepted offer. Somebody is scheduled to start. I still do firmly believe that this initiative is important to our community. And I understand there's there's debate around whether or not government is the appropriate place for that to occur. But again, to me, this is a position that's... I mean, it's in our org chart right now. And I came into this, like I said, with the mindset that I wanted to preserve our positions while enacting those small changes. And unfortunately, some of those weren't accepted and we'll go through some other proposals, I know that are still out there on the table. But I at least just wanted to provide some clarity in terms of why I'm going to oppose the particular motion that's on the floor.

- Thank you, Mayor.

- Thanks Alder Seeing no further comments-

- One question, once counted, Mayor.

- You go ahead Alder.

- Yeah, so I appreciate alderman Wery's idea to kind of reduce the budget and I second it, and I'll still keep the second on the floor But out of a professional courtesy, for this individual that has an accepted offer, it is quite possible that she had, I believe as a sheet, Director Faulds. Has likely given her notice to her former employer, so do we wanna do that to someone? No, I don't feel comfortable with that at all. Just out of a professional courtesy and that's the sort of thing that gives Green Bay, the bad eye as an employer. So again, I liked the Alder Wery you're trying to find a way to cut costs, but I think we go forward with it, just because we can't do that to a person, thank you.

- Thanks Alder.

- Alder would you like vote on it?

- And I have one last comment, thanks.

- All the way. go ahead.

- Thank you, yeah I think I heard someone mentioned this position will make our city vibrant. Wow, what's a pretty powerful position. Maybe we should name it, the vibrancy coordinator. But if I ask my residents, should we spend \$86,000 a year on this position? I would almost guarantee you 80% would they want their police, they want the fire out in streets, so yeah, I do want on the board.

- Okay, we will use the board. And again, this is a motion by... An amendment by Alder Wery seconded by Alder Brunette to eliminate the Diversity Inclusion Coordinator position from our organizational chart.

- I was voting on the wrong thing, Mr. Mayor.

- Okay. Feel free to clarify your vote.

- on Alder Wery?

- Correct.

- That would be a no.

- Thank you.

- Alder Brunette I'm not seeing your vote.

- Yeah, mine did not come up, I'm a no. and I'll sign out and sign back in, thank you.

- And that motion fails ten to two. Director Ellenbecker, should we have a motion to adopt these items after dispensing with or adopting amendments, or can we just do it at the end?

- I guess if you were going to combine them all at the end probably the same way you approved before, but these items you could try to approve everything from like seven 11, 12 15, 17, maybe all at the end, or we should be doing them individually, but since we've now gone through 11 and 12...

- 15. They should be approved because they weren't approved at the first pass.
- Okay, so I will entertain a motion to adopt 11, 12, 15 and 17,
- Second that.
- Motion made by Alder Dorff seconded by Alder Steuer- all in favor would-
- by order? Just a point of clarification because it's not a separate item, at what point do we do we vote on the budget as a whole?
- The resolution.
- Okay, thank you.
- Yep, you bet.
- And if I could Mr Mayor, ask you a question. If somebody wanted to revisit something at a moment of genius and they wanted to revisit something they could, we would just need to vote on revisiting it, right?
- Mm-hmm, all right, yep, correct. So we do have a motion and a second to adopt 11 12, 15, and 17, all in favor, signify by saying aye.
- [All] Aye.

- Oppose nay, No.
- The ayes have it, those items are adopted onto item 34, which I believe was pulled by Alder Dorff.
- It was, wasn't it? I will, entertain a motion there .
- Motion to approve.
- Second. Second.
- Motion made by Alder Scannell, seconded by Alder Dorff, all the Dorff, you have the floor.
- I do wanna really wanna give credit to Alder Johnson on this one. I don't mean to steal his thunder, but he was asking a question about putting more of the hotel revenue back into the budget. Maybe I should yield the floor to Alder Johnson because I really think he deserves credit for this 90,000. You wanna take the floor Alder Johnson?
- Sure. If that's okay Mayor.
- perfectly, I mean, okay. I'll do Dorff, with you're speaking to it as well. I mean, I guess the motion would to add \$90,000 to Revenue General Fund 41210. Yep, I second it.
- Motion moved Johnson seconded by Alder Dorff to That'd be appropriate revenue line.
- Yeah, and the explanation on that Mayor is it really brings us in alignment with what is Schwab non is projecting as well which is a 22% reduction in hotel tax revenue. You know, folks, when we're looking at crafting these budgets, right? They're guidelines, and so we're we're trying to make the best estimates that we can. And I think adding this still puts us in that realm of a very smart projection, if

you will, on what we think we'll be gathering there. But more importantly, what this does when you have this revenue back in, of course, it gives us that ability to continue to maintain our mill rate at a slightly lower level. And if for some reason we don't meet those projections well, then it's incumbent on staff, you know? Throughout the course of the year to shuffle the deck and figure out where those savings are gonna come. But by no means, do I think that this number is out of line and in fact, it's directly in alignment with what some of the folks `around us are doing.

- Very good, thank you for that Alder Johnson.

- Can I finish where I was? Now we're down to, I think 2.86 or no rate, is that right on Director Ellenbecker? With or even a little bit more, maybe 2.85?

- I'm just verifying the numbers, making the adjustments.

- Yes.

- Yeah, so far we have made changes. We have reduced 120,000 from law and we moved removed \$1,450 and now we have added \$90,000 into revenues and I'm at 2.7.

- Oh, cool.

- Okay, great, so we do have a motion by Alder Johnson, seconded by Alder Dorff, any further discussion? seeing none, all in favor, signify by saying aye.

- [All] Aye.

- Nay? The ayes have it, that amendment is adopted. And we do have a motion and a second on item 34, all favor-

- Mr. Mayor.

- Yeah, Alder Johnson, go ahead.

- Thank you, one more motion on this particular item. I would move to add \$20,000 to account 48100, and that's related to investment income.

- So a second set. Second.

- Very good, we have a motion by Alder Johnson seconded by Alder Scannell, Director Ellenbecker, or Assistant Director Manley, any comments?

- Oh, I did talk to the Alder on this item. You know, it's a projection, you know? You look at long-term treasuries and I can have assistant Manley talked to this also. Right now, it doesn't look like the rates is expected to go up much in the next one to two years. But again, it's a projection. We're okay, I'm okay with the change. I didn't wanna go any more than 20,000 adjustment to this item. I do wanna correct Alder Dorff, you were correct, it was 2.85 the change. I ended up doubling up the 90,000-

- Okay so 25% increase prior to the 20,000.

- In Mayor if I could- Just to further clarify the particulars of this motion, I think in our projections, you know? This 20,000, we didn't just pull it out of the ear, it was based on the budget in terms of what those yields were. And then we talked about kind of some of the projections that are out there, and our budget was slightly less than what some of the industry projecting so the 20,000 is meant to kind of close that gap to bring it in alignment with where some of, some of those yields are being projected.

- Okay, very good, any further comments on that? Seeing none, we have a motion and a second all in favor, signify by saying, aye.

- [All] Aye.

- Oppose nay? The ayes have it, and that amendment has been adopted. We also have a motion and section 34, all in favor, signify by saying, aye.

- [All] Aye.

- Opposed nay, the ayes have it. And that item is adopted on to item 44. Entertain a motion to approve a motion-

- Motion to approve.

- Second.

- Motion made by Alder Scannell, Seconded by Alder Dorff. Alder Johnson, is that one yours?

- Yes, Mayor, I would move that we amend account 48100 by increasing it by \$5,000. And this is again, we have multiple accounts that are related to interesting income, so this is modifying that one to bring it into alignment with your projection similar to what we just discussed in the last item.

- Okay. Any comment or so there, Director Ellenbecker?

- No, we also discussed this one.

- Okay great, all right. If there is no further discussion all in favor, signify by saying, aye,

- [All] Aye.

- Opposes nay, the ayes have it. That amendment is adopted. Motion and a second on an item 44, all in favor, signify by saying aye.

- [All] Aye

- Opposed nay, the ayes have it. Item 44 is adopted, item 46.

- Motion to approve.

- Second. Second.

- Motion made by elder Scannell, seconded Alder Dorff. Alder Johnson, you have the floor.

- Thank you Mayor. And maybe looking to to staff to comment on this one a little bit, and then I'll and then I'll talk about the motion. You know, the proposal is to increase this by \$200,000, and I think we've had some you know? Discussion in previous meetings about the need to bring this closer into alignment with some of the retirements that are happening in the course of difficulty with predicting that sometimes. And currently the fund balance on that I believe is negative, and so the intent of this is to inject a little bit more in there to try to balance that account. One of the options that I believe we do have and I'll look to Director Ellenbecker comment on this is that we couldn't carry a negative balance. Well, not ideal, and it's not necessarily... You know, I mean the \$200,000 proposal, there's no guarantee that that would actually put us into a surplus position. So I just maybe ask Director Ellenbecker to comment on that and maybe provide some insight.

- Director, Ellenbecker.

- Yes, correct, we unfortunately, as we ended last year, we did have a negative fund balance. So we can carry a negative fund balance with over the next couple of years, incrementally, trying to get

ourselves out of that negative fund balance. You know, today we haven't not experienced as many retirements as we have in the previous years, so that would look lean like that we would be moving forward to reducing the negative fund balance. Again, we will monitor this very, very closely, Our Assistant Finance Director, Manley, has a spreadsheet, works with the police and fire department in particular to watch retirement. We worked with the WRS, it gives us estimates, on when we expect these people to retire, so there's a lot of calculation that is done. There are quite a few employees that are on the although they could retire at any point, I mean, we have over two to three... Two and a half million dollars or more of potential retirements that are... Someone could retire right now fully with Wisconsin retirement system, but it doesn't appear that it's going to happen this year. Could happen next year, so that, you know? That's the reason why we kind of we'd have to start tweaking this number off and try to get rid of a negative fund balance. But the goal is over the next couple of years to get ourselves out of this negative fund balance. The one it was supposed to help reduce that a little faster, if we were to reduce this under the one, one to something less than that, I think it's going to help our fund balance. It would just take another, maybe additional year, if we decide to reduce it something less than 1.1 million

- Right, is there a level that you would be comfortable with Director Ellenbecker?

- I don't really know how to answer that. You know, I wouldn't want it to large decrease, because it's just gonna take more years to make up the negative fund balance. I don't really wanna answer that one.

- So you're comfortable with what's budgeted in there?

- That is what I proposed.

- Yep, okay.

- Okay, so I guess Mayor, I am gonna offer an amendment and it's about small incremental things that add up. And so my proposal is to reduce this by \$20,000, and the purpose of that again, is to recognize that, "Hey, we do have to replenish that but we don't necessarily have to make up all of that ground in one year, during the very difficult budget discussion". So \$20,000 is my motion.

- I'll second that.

Minutes of the Common Council

- Motion made by Alder Johnson, seconded by Alder Dorff that amount by 20,000. Any further discussion?

- Your honor.

- Alder Scannell, go ahead.

- Just what does 20,000 get us on the mill rate? How's that, what's the effect.

- For every 60,000 change in either revenue increase or reduction probably is about a third of a penny. So if you want, I could tell you where then after we make that change, where it would put us.

- No, that's fine, yeah. That's enough, fine, thank you.

- Any further comments? We have a motion and a second, all in favor will signify by saying, aye.

- [All] Aye.

- Opposed nay? The ayes have it, and that motion is adopted. We do also have a motion and a second on 46, all in favor, signify by saying aye.

- [All] Aye.

- Opposed nay, the ayes have it, and item 46 has been adopted. So that brings us to the end of the list.

- List. Where are we at? I mean, what's the mill rate down to now?

- Right, Director Ellenbecker, could you give us that summary?

- Yep, just one minute please.

- You bet.

- Right now, it looks like we are at about a 2.77 or really still round up to about 2.8% increase, which is a 27 cent increase on the mill rate.

- Thanks Director. Okay, so with that, we are prepared to move on to resolutions. Clerk, can you read this statement?

- I gotta skip to the resolution for a moment.

- I'm sorry.

- You may under suspension of the rules, take up items one through eight with a roll call vote.

- So what we will do- Can we just suspend the rules?

- What we will do here, obviously, we want a separate vote on item six, but I would entertain a motion on items one through five and a seven and eight.

- Motion moved.

- Second. Second.

- Motion made by Alder Scannell, seconded by Alder Dorff to suspend the rules and take up those items with one roll call vote all in favor of that motion, please signify by saying aye.

- [All] Aye.

- Opposed, nay, the ayes have it, the rules are suspended.

- Motion to adapt.

- Second.

- We have motion made by Alder Scannell, seconded by Alder Dorff to adopt resolutions one through five and seven and eight. And we will use the board.

- And that was passed 11 to one. Back to item six. So obviously here, we got a motion made by Alder Dorff.

- Second.

- Second by Alder Scannell, and obviously here, this is the only place to make any final comments on the budget itself. Any final comments? Okay, we do have a motion and a second, and we will use the board.

- Mayor. Alder Steuer.

- Thank you . I know it was brought up before and I was kind of poo-pooed on that as far as furlough, I don't know if we could have the discussion. I just wanted to ask Director Faulds, we do have three half days, you know? Good Friday, Christmas Eve and new year's Eve. I just want you to kind of state, you know? What potential savings there would be if those are taken without pay. So I would just like your comments on that.

- Sure, I guess I'll make a comment. I'll make a comment towards the the holidays and then perhaps Diana or Director Ellenbecker, can talk about the savings from a furlough to a one day or one and a half day. But when we talked about the three half day holidays that we have really, you know? We talk about those days, not every single employee has those days off. So you have like parks and DPW, where employees are working those days, and they have holiday pay. Or they might flexor week and have the holiday different days during the week. So when he talked about turning those half day holidays into furlough days, it's not as easy as compared to maybe just choosing one or two days for a furlough day. So I'm not sure if Director Ellenbecker wants to talk about what the one day of furlough would equate to for non-union employees. Okay. Yes, thank you, Director Faulds. About one day furlough about 53% of our employees, and that includes maybe water and transit, so might be slightly less than that if we didn't include them, It would be about 70 furlough savings.

- And then I guess one other thing I can chime in with is, let's say we did have a furlough on those half day holidays, I mean, the easiest way to do it, and we've talked about this with prior discussions is with cutting services. like if you had a half day holiday and Christmas Eve, and everyone had a furlough for the half day, the easiest way to have, you know? No plowing or snowplowing, no parks laborers, that would be the easiest way to do it because some of them have to work seven days a week as compared to maybe office employees who are off on that day.

- I just wanted to bring up a discussion because like I said there are other firms that are out there that have done that. You know, we realize we're government and so we're not gonna do that. But I was looking for one great thing team, even a half a day, just to give that back to the city, I don't see that being a big issue. That would be a motion that I would bank to at least look at a half day of furlough. And I granted, it's not equitable across the board, so that might be a problem. But you can vote it up or down regardless, but I would make the motion that we would look at a half day of furlough for employees. Now, I grant it, I don't know if we can do that with the union, probably not. Though you can have at it, you can throw your darts figure it out, but I'm just trying to figure out another way to save a few dollars.

- And just before we go to that, I just wanna make sure it's properly before us Alder. Attorney Chavez, is this the appropriate point to entertain an amendment? Would that be right to adopt an amendment to the resolution? I just want to confirm that.

- I'm sorry, did you guys hear me or was I muted?

- No, you were muted. You were muted.

- I was like, why is everybody talking? So what I said is that the proper place is to really do that as part of the item report, but it's not unheard of two men resolutions on the floor.

- Okay, so the motion is then to amend this resolution with what exactly Alder Steuer?

- Well, initially I was looking for a little more like a day and a half, but I'm looking at one half day.

- One half day- and it's applying to whom?

- Well, for now it would probably be an administration, because I don't know if we can do it to the union. So if we can do an equitably across the board, I would propose that, but I'm not sure we can. My point would be all city employees, one half day.

- Do you mind if I can-

- Thank you. So I've spoken before about when you have salaried employees that typically a furlough should be for a full week, because they're paid a salary, not by the hour. I've received some legal guidance that if it's based strictly on budget cuts, you can have a furlough for less than five days for a salaried employee. I've also received some information from outside counsel that employees under a CBAs collective bargaining agreements could also be furloughed for a day depending upon what the language and agreements say. And with police and fire reviewing those agreements, we could have them have a furlough day. However, it is probably likely that they may legally challenge that and file a

Minutes of the Common Council

lawsuit. I mean, we can't control what they do, it's possible. But we do believe that legally we could add them two furlough for a day. And then if you look at the minimum staffing for police and fire, a furlough for a day or more could create overtime issues because people don't have to take a day off, and you have to replace them for minimum staffing. When you look at transit employees, they have the transit commission. And so that would have to be approved through them, I believe, and also if you have any transit employees, even though they're collected under a CBA, they're receiving care's dollars to prevent furloughs for safety reasons. So it might not make sense for transit to be included in this discussion. And then water employees also have a water commission that I believe would probably have to weigh in as well.

- Director Faulds, thank you for that. I just wanted to have the conversation, so I think it's more trouble than it's worth. so I would withdraw my motion.

- Thank you Alder. Any other comments before we move to a board vote here?

- Now, if I could just get a clarification.

- Yeah, go ahead.

- If Director Ellenbecker could confirm what the final numbers look like.

- Yes, Mayor, I'd also likes to just... We would also like to maximize our expenditure restraint, as I've explained in the last couple of years, we do adjust our Packer over time to help make sure that we use as much of our expenditure restraint. So how we do that is, it is 100% reimbursed by the Packers. So because expenditure restraint is only based on expenses, since we have some capacity here I would like to increase where now there's only 500,000 built into our budget for Packer overtime, assuming we have a normal Packer season next year again. We've had years as high as almost 900,000, almost a million. We would like to increase the Packer overtime to a million dollars. And what happens that additional 500,000 is also put in as revenues, so it's 100% offset. So it has no impact on the mill rate, what it does is that it helps make sure that we maximize expenditure restraint, so that puts us in a better spot for next year. That being said, again, does not change the mill rate in any way, but what we are looking at is a mill rate from 9.46 up to 9.72. And that is a change of 2.77%, or increase of 27 cents on the mill rate.

- Thanks director, so I would entertain an amendment that would increase the Packer security expense to a million dollars. And also the revenue line to a million dollar-

- Move to amend it.

- Second. Second.

- Second.

- Motion made by Alder Scannell, seconded by Alder Lefebvre. All in favor, signify by saying aye.

- [All] Aye.

- Opposed nay? No.

- The ayes have it, that amendment is adopted. Alder Johnson, any further questions?

- No questions yet, I'm getting mad, thank you.

- Okay, thanks Alder. All right, so with that, we will move to the board vote. And this is on adoption of the 2021 budget and tax levy. Okay, and the budget is adopted seven two five. Now, we're onto the Park Committee.

- Motion to approve.

- Second.

- Motion made by elder Stevens seconded by Alder Dorff to approve Report P, which is the report of the Park committee from the meeting on November 4th 2020. Any items here to be handled separately? Seeing none, all in favor, please signify by saying aye.

- [All] Aye. Opposed nay, the ayes have it, report has been approved. TBMP?

- Motion to approve.

- Second. Second.

- Motion made by Alder Stevens, seconded Corpus-Dax to prove Report Q which is the report of the Traffic, Bicycle and Pedestrian Commission from the meeting on October 19th, 2020. Any items here to be handled separately?

- Number three.

- Items three, any others? Okay, item three will be handled separately, hearing none others all in favor of approving the remainder of that report, please signify by saying, aye.

- [All] Aye.

- Opposed nay, the ayes have it. The report has been approved with the exception of item three. Your wishes on item three?

- Motion to approve.

- Second. Second.

- Motion made by Alder Scannell, seconded by Aler Lefebvre. and the item was pulled by Alder Wery, you have the floor.

- Thank you, Mr. Mayor. I'm just making a motion to refer this back. There's a couple of residents who, for whatever reason did not attend the meeting, and they wanted to comment on it, and weigh on it-

- Second.

- Motion was made by Alder Wery, seconded by Alder Johnson, to refer this item back to the commission. Any further comments, seeing none, all in favor will signify by saying aye.

- [All] Aye.

- Opposed, nay, the ayes have it. And the motion refer is successful. Sustainability.

- Move to approve.

- Second.

- Motion made by Alder Dorff, seconded by Alder Corpus-Dax to approve. Any comments seeing none all in favor will signify by saying aye.

- [All] Aye.

- Opposed nay? Nay.

- The ayes have it, that item has been approved. received and place on file

- Motion to receive and place on file.

- Second. Second.

- Motion made by Alder Scannell, seconded by Alder Corpus-Dax received and place and file the building permit report for October, 2020 . All in favor will signify by saying, aye.

- [All] Aye.

- Opposed nay, the ayes have it. The report has been received and placed on file. Committee of local law.

- Motion to approve.

- Second. Second.

- Second.

- Motion made by Alder Galvin, seconded by Alder Dorff. Would we like to go into closed session here? I have no questions after talking to the chief and reviewing the contract.

- Okay, any elders want to convene in closed session for this item? All right, any discussion in open session on this item?

- Motion to approve.

- Second.

- I believe we do have a motion and a second on the floor. Any comments, however?

- Sure. Alder Galvin, go ahead.

- I look forward to Bellevue joining the Green Bay Metro Fire Department. I think our department does a good job and I think it's a statement that other communities wanted to become part of what we have going here in Green Bay. And I look forward to this relationship that we're going to establish with them, thank you.

- Mr. Mayor

- Yes, Alder Lefebvre.

- Yes, I had a discussion with the Chief, this was after I first became Alder, and that was a couple of years ago. And this was something that I know he was very much looking forward doing something with the whole surrounding communities. It would be more efficient for everybody, so I definitely will approve this.

- Excellent, thank you Alder. Any other comments from council Mayor?

- Mayor.

- Elder Johnson.

- Thank you Mayor. You know, when I was first elected as well, I remember meeting with chief and we talked about this. It's one of those things that would make a lot of sense in terms of driving home that collaboration, that regional collaboration. And I think it has really been missing for a long time in our areas. And a lot of parochialism, you know? That's kind of I think driven up fences in a lot of areas where cooperation can really help save taxpayers and all of our villages, towns, and municipalities. And if I'm not mistaken, I think it was called the Ritter forum, I mean, years ago, right? That started to talk about, how do we create more inter-governmental cooperation. And I think one of those ideas that came out of there was obviously some orders on fire departments, I think Allowaez was one of the outcomes of that reform. You know, certainly I'll be corrected if I misspoken on that. But I do appreciate that, we're still seeing some residual effects from the works that that group had done. And so I just wanna commend the Chief on his ability to kind of get this deal done, and really at the end of the day, better serve the residents of both our community. So kudos to you Chief. I'd love to see more of your stuff going forward, not just with fire, but I mean, many of the other types of things that exist out there.

- Steuer.

- Thank you, your honor. I concur with Alder Johnson on that as well. You know, I think if you look around the country, and there's a number of communities like Indianapolis and Jacksonville, Florida who have merged and cut down on a duplication of services. So the more we can do with this, the better. So efficiencies, not only for the city but also throughout the County. So I think we need to continue with that, and duplication of services is not a good thing. So this is a good thing, thank you.

- Totally.

- All right, I just wanna add my thanks and congratulations to Chief Litton on this work and to his whole team, including Assistant Chief, a Goplin and then Assistant Chief Gibbons. I know they spent a ton of time working on this agreement with officials down in Bellevue. As others have said, I think this is great for the residents of Bellevue, great for the residents of Green Bay increasing efficiencies but also increasing the quality of service that's offered to residents in Bellevue and residents of the city of Green Bay. You know, this whole process has been very quiet, very drama free, and I think it's, you know? It's a credit to the work of the chief and his team. So again, thanks and great work, Chief Litton, any final comments?

- I just wanna thank the council for what I hope is your pending approval, but I also wanna thank the Assistant Chiefs, Goblin and Gibbons. We've been working on disagreement for seven months, while we'd been the interim chief group for Bellevue. They've worked really hard. We've spent making sure that we didn't miss anything. We went into this with Bellevue and for both sides with, let's not miss anything, let's not have any surprises. Let's be transparent as a result, I think we've got a really great agreement here, and so I wanna thank the council for taking it up tonight.

- Absolutely, thank you Chief. All right, with that-

- Mr. Mayor.

- Alder Scannell.

- I had my button pushed

- I don't know, where they're being pushed, or why they're not showed up, but Alder Scannell, go ahead.

- Just a quick, kudos chief, great job. Thank you very much, I know this has been an hopper while we've talked about it before it's finally happening. Great, thank you.

- Thanks Alder.

- You know, same as Alder Scannell, if they could, Chief well done, proud of you, I know this has been something you've been wanting to do a long time. Bellevue is gonna benefit, we're gonna benefit, onto the next one, thanks .

- Great.

- Okay, we do have a motion and a second, all in favor signify by saying aye.

- [All] Aye. Opposed nay, the ayes have it. And that item has been approved. Onto ordinances, first reading.

- You may under ordinances one through two to a second reading.

- Motion to suspend.

- Second. Second.

- Motion made by Alder Scannell, seconded by Alder Steuer to suspend the rules. Take up these items with one roll call vote. All in favor of the motion signify by saying aye.

- [All] Aye. Opposed nay, the ayes have it, the motion is suspended.

- Second.

- Motion to advance made Alder Scannell seconded by Corpus-Dax, all in favor of advancing items one and two will signify by saying, aye.

- [All] Aye. Opposed nay, the ayes have it, and those items have been advanced to final adoption. Petitions and communications.

- I have one.

- Alder Wery, go ahead.

- Thank you, I've been raising hand but I don't think it works so it's for our protection policy to review with possible action ordinance 8.16, practice of massage or body work therapy requiring state license and any other related ordinance. Revised ordinances needed to combat actual and potential escort service and prostitution masquerading as massage businesses.

- Thanks Alder, just to just a point on what you just said about raising your hand, I don't monitor Zoom for that, so I don't know , that could be part of the issue here. People need to push their buttons in Civic Clerk. So if you're using the Hand Raise function, I'm not monitoring that.

- Yeah, it was the Civic Clerk that I have been punching.

- Okay, yeah, and if you're not showing up, always feel free to back out and come back in and try to reset the system, any other communications?

- I have one Mayor.

- Alder Brunette, go ahead.

- Thank you, discussion with POS is for Parks Department, or Parks Committee, rather for discussion with possible action on the use of fat tire bikes at Hino Serve Park.

- Thanks, Alder, any others?

- Yes.

- Alder Galvin,

- Go ahead, Alder.

- And Mr. Mayor, maybe we get a micronic checkout the system or something, but this is every meeting where we push a button and people aren't being recognized-

- Yeah, and I guess the only other points of make and then you guys are probably doing this, but it has to be in the specific item.

- Mm-hmm

- So you gotta be in referral of petitions and communications right now in order for you to show up. That's what I'm-

- Hmm. That's what I'm looking at.

- Mm-hmm.

- All right, my bad- Anyway, go ahead.

- Okay, I've got two. I'd like mark pedestrian crossing at the intersection of Mason Goodell across Mason street. And then I have a complaint from some residents on Bellevue and Gillett they'd like a barrier put on the road to prevent the cars to keep ricocheting off the homes there.

- Yeah, that's not a good thing.

- And I imagine I would go to INS for the second one and the bike pedestrian traffic for the first.

- Thanks Alder, any others?

- Mr. Mayor, I've got two but I'm gonna email them tomorrow.

- That was great.

- Mayor. Alder Johnson.

- In the spirit of quality control, is my name showing up as a speaker right now?

- No. Okay, yeah. And I'm in the items, so just an FYI.

- Okay. But this is more of a correction it's printed on the agenda, a referral but INS has already taken this item up. So this can be removed. Does that save us a little bit of money on the publishing?

- A couple cents, thanks Alder.

- Any other communications? I will entertain a motion.

- Motion to refer.

- Second.

- Motion moved to refer all divisions and communications, all in favor of that motion, please signify by saying aye

- [All] Aye.

- Opposed nay, the ayes have it. Oceans Petitions communications have in referred. German.

- Motion to adjourn.

- Second. Second.

- Motion to adjourn made by Alder Scannell, seconded by other Dorff, All in favor, signify by saying aye.

- [All] Aye.

- Opposed, nay, the ayes have it. We're adjourned, thanks everybody.

- Bye.

- Bye.