



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, DECEMBER 8, 2020, 4:30 PM

AMENDED

IMMEDIATELY FOLLOWING FINANCE COMMITTEE

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.

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

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

Others Present: Ald. Mark Steuer, Public Works Director Steven Grenier, Transit Director Patricia Kiewiz, Police Chief Andrew Smith, Finance Director Diana Ellenbecker, Police Commander Kevin Warych, Procurement Manager Calvin Winters, Human Resources Director Joseph Faulds, Human Resources Operations Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve the agenda.

Motion carried.

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

D. APPROVAL OF MINUTES.

I. Approval of the minutes from November 2, 2020.

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson to approve. Motion carried.

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

E. REGULAR BUSINESS.

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

a. Public Works Supervisor - Public Works

b. Deputy City Clerk - Clerk's Office

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson to approve. Motion carried.

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

2. A request by Ald. Brian Johnson to the Personnel Committee for an update on the alderperson orientation program that was submitted approximately two years ago.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to hold. Motion carried.

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

3. Request for consideration and approval to award a 3-year contract for crossing guard services (RFP #3262) to Cross Safe/Everything Parking, Inc. for the estimated amount of \$1,338,656 with (2) one-year renewals upon mutual agreement due to the cancellation of the original contract with All City Management Services, Inc.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to approve. Motion carried.

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

4. Update and discussion on Bus Mechanic labor negotiations.

The Committee may convene in closed session pursuant to § 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee

contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

Moved by Ald. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to go into closed session. Motion carried.

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

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

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

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson that staff proceed as directed in closed session. Motion carried.

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

5. Consideration with possible action to repeal and replace Personnel Policy Chapter 23.2 Families First Coronavirus Response Act with Chapter 23.2 COVID-19 Paid Sick Leave effective January 1, 2021.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to repeal and replace Personnel Policy Chapter 23.2 Families First Coronavirus Response Act with Chapter 23.2 COVID-19 Paid Sick Leave as amended. This policy will be implemented effective December 15, 2020 for sworn Police and Fire personnel and effective January 1, 2021 for all other employees. Motion carried.

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

F. INFORMATIONAL.

1. Consideration with possible action on the request to fill Patrol Officer and Fire Fighter vacancies in 2021 that were approved as part of the budget.

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

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

2. Report of routine personnel actions for regular employees.

Moved by Ald. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to receive and place on file.

Motion carried.

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

3. Next meeting date: January 12, 2021

G. ADJOURNMENT.

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

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

VERBATIM MINUTES

- Alder Dorff.
- Here.
- Alder Corpus-Dax.
- Here sir .
- Alder Johnson.
- Here.
- Now, I'll entertain a motion on the agenda.
- Yes sir.
- Second.
- Any changes anyone wants to make to it? All those in favor.
- [All] Aye.
- Any opposed? That passes unanimously. I'll entertain a motion on the minutes.
- Move to approve.
- Second.
- Second, I have a motion to approved by Alder Dorff, seconded by Alder Johnson. All those in favor, say aye.

- [All] Aye.

- Aye, that passes unanimously. On to regular business. Item number one, consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers. Public works supervisor for the public works department and the deputy city works office. Do any Alders have any questions for staff on this? Alder Johnson.

- Thank you chair. I just have a question regarding the deputy city clerk, two questions actually. One is I thought this edition published probably last week already and it just took me by surprise that it would be published before we've actually authorized the replacement. Is that a normal process just to expedite?

- Yeah, Alder Johnson. So in our policies, the director of HR has the discretion to start posting them recruiting before it's approved by personnel in the common council, but we will not fill that position unless we have approval from the common council.

- Okay, thank you. And it was moreso I just wanted to be educated on that process. The second question I have is maybe even more of a concern for the department in that obviously as far as I know, the department head is still out on leave. Are there concerns in terms of how we're going to fill that responsibility once the deputy clerk vacates?

- [Joe] Yeah, at this point, I mean, obviously we're short-staffed in the... Excuse me, short-staffed in the clerk's office. So, we're working as soon as we can to make sure that both or all of those responsibilities are filled. So, we want to have a, I guess a deputy clerk position and the city clerk position responsibilities filled as soon as we can. So, I mean there are concerns. We have the election coming up I believe in February and the deputy clerk Kim Wayte has done a great job of getting a lot of that put together. I think a lot of that's due this week. So, yeah we're doing everything we can and trying to help out as much as we can from other departments to give the city clerk as much assistance as we can.

- Okay. And I appreciate that update because obviously that's kind of what was crossing my mind is with the next election coming up, ongoing responsibilities, you're down to your top two positions. I'm happy to hear that you guys are working on a plan there.

- Okay, any other questions by Alders for staff? I'll entertain a motion then.

- Move to approve.

- I'm sorry. Alder Dorff I believe you had your hand raised before.

- I did, but the second question Alder Johnson asked was exactly my question. So, I didn't need to ask it again.

- All right. So, I have a motion to approve and second. All those in favor, say aye.

- [All] Aye.

- Any opposed? That passes unanimously? Item number two, a request by Alder Johnson to the personnel committee for an update on the Alder person orientation program that was submitted approximately two years ago.

- Alder Johnson, do you want me to start or do you want to start on this?

- I just looking for an update, so go ahead Joe.

- [Joe] Yeah, sure. So, yeah, the request had come in about two years ago and I apologize for that not being done earlier. So, the update is we have been working on it. We have about 60 to 70 pages of a document put together. A lot of it is probably what you've already seen with our ethics code or with the statutory requirements of the elected officials and then also some documents about civic clerk and other items like that. So, what I'm going to do is I'm going to send that out to the common council tomorrow. And what I'd like to see is if the common council could go through it and review it and kind of give us some feedback on what they think about it, what we should add to it and then some things we do have to add is, we'd like to have some contact information and a description of each department included as well. So, I will include the HR document that goes through that and then I'll be asking for other departments to include that as well. So, our thought is, you guys can look at the documents, review it, let us know what we can do to improve on that, and then in early February when our city attorney does return, if we could have that orientation virtually with everyone and how I anticipate that would be Director Hronek would like to go over some IT, I guess and information. I think it might've been requested for service and some civic clerk programs as well. And then I think Alder Dorff asked about if we could give an update on social media use for elected officials. And then we also were going to just answer any questions that you had that you could submit before the virtual meeting or at the meeting. So, what I'm hoping for is that we can have a pretty good run through in February and we can get some good feedback on how it works and what we can do to improve and then be all set for 2022 with the new common council. So, hopefully we should be set by then.

- Okay, and the reason I brought this up is partially because of the complaint that was brought before the ethics committee. And I looked at that and thought, gosh, boy all of council would probably benefit from having a better understanding of what the social media rules are. It's one of those things where to draw that closest parallel every nonprofit organization, at least well-established ones put their new board members an orientation. So, if I could offer up maybe a bit of advice, Director Faulds is a simple Google search, common things included an orientation packet. I will obviously take a look at what you guys put together and make recommendations of things that can be added. As someone who managed a nonprofit, I put all of my new boards through that. I think it's a really important step that the city missing right now, that would allow our alders to be more effective and make more informed decisions, which I think not only serves the citizens of Green Bay, but obviously helps with staff as well. And just beat back for what it's worth, I think several of us had joined in on the session we're sitting at. And while I think it was well-intentioned, I don't know that it hit the mark in terms of what we were trying to achieve there. So, just again, feedback for what it's worth there, I don't know that I would include that in this orientation program, but I would defer to other alders that sat in on that to tell you directly if they found value in that session.

- [Joe] Now, thank you for that feedback. And I'll reach out to CIMIC as well. You know, I think our intent from there was to get more of I guess training from CIMIC on what the pitfalls and liability can be being an elected official. And I'm not sure if that was exactly hit upon. I think there was some things they did well and some things that we can improve upon. And then obviously with orientation, our goal is to tailor it specifically to the common council of the City of Green Bay. That's what we're trying to do. And I think that was a lot of the feedback that we got from alders is, what can we do? What can we have to have contact information for specific departments? Who do we go to on specific issues? So, that's where we're trying to really tailor it to the city of Green Bay and not just have a general orientation program. So, that's what we're trying to do, and any feedback would be really helpful.

- Thank you.

- Okay, to motion.

- Well, maybe one, one question, Dr. Faulds, you said you anticipate sending this out before the next meeting?

- [Joe] I will send it out tomorrow, what we have .

- Okay, so in which case I would move that we just hold this. Because I would like for us to have the ability to discuss it and keep that project moving forward at the next meeting.

- [Joe] Yep, that sounds good to me.

- Can I motion?

- [Both] Yes.

- Second.

- Okay, all those in favor, say aye.

- [All] Aye.

- Any opposed? That passes unanimously? Item number three, requests for consideration and approval to award a three-year contract for crossing guard services, RFP number 262 to Cross Safe Everything Parking Inc for the estimated amount of \$1,338,656 with two one-year renewals upon mutual agreement, due to the cancellation of the original contract with All City Management Services, Inc. Staff.

- [Joe] So, we do have HR operations manager, Melanie Falk that can talk to this and also commander Warych. So, I'm not sure if you want to start Melanie or Kevin or commanded Warych, do you want to start us off please?

- Absolutely. When we brought this in front of the personnel committee a couple of weeks ago and the committee had approved us awarding the contract to All Cities Management Services that did take place. All City Management Services did accept that contract but then came to us with the concerns after they signed the contract, that they could not abide by that contract. In essence, Calvin, in purchasing did a great job with an RFP, put out the RFP we received four vendors or four people for that bid. Four vendors for that bid. In turn, we did award it to All Cities Management Services, but then they came back after signing and saying that they could not do that because unbeknownst to myself and others, that the city of Green Bay were paying crossing guards time when they were not working. Meaning in the city, on a given day, we would employ 100 hours and I'll let Calvin explain this in greater detail, but we told All Cities Management to say that it takes 100 hours per day to staff the crossing guard program. In turn, the city of Green Bay has been paying 130 hours. All Cities Management Services wanted to raise their prices to reflect 130 hours, because they felt that they didn't want to be... They didn't want crossing guards to feel the effect financially. We did not know that we were paying crossing guards not to work and this probably dates back prior to act 10. And prior to when the crossing guards were covered under the AFSCME union, that they were getting paid hours that they were not working for. So, they wanted to raise their price, we did not agree to that price, we could not do that per purchasing. So, we allowed them to back out of that contract and we went to the third vendor who is slightly more expensive still a cost savings to the city. And we are bringing that forth to the committee for approval. I'll turn it over to Melanie Falk, if I missed anything or Calvin to really describe the financial aspect of this and how this all played out.

- Yeah, Calvin.

- So, I will talk to how we went about re-awarding this once All City Management said that they could not provide these services. We did negotiate back and forth with them, had several meetings to discuss what could be done and ultimately they did decide that they would not be able to offer that we were able to increase the price that we were going to pay them. So, we elected that we would move on from them. The standard procedure for this is we would go to the next highest scoring proposer, which was Andy Frain. We brought forward the same information to them that we brought to All City Management that the crossing guards were being paid for hours beyond what they were working. Andy Frain also indicated that they in turn would then

need to raise their quoted rate as well. So, at that point we did go down to the third highest scoring proposer, presented them with the same information, they indicated that they would hold their pricing. They actually did just go through a very similar situation with another municipality, where crossing guards were being paid more. And so, they did indicate that there were some struggles with retention and turnover, but ultimately they worked through that. They have requested that obviously the city assist them in getting through what may be an initial painful start to it just because it is a change, not only is it a change to the amount of hours they're being paid for, but there's no state retirement system anymore that goes with it. So, these are going to be employees of the vendor, they're no longer employees of the city. But although they did say that they were going to honor what they submitted and that's why we went to the third one. So, now we're seeking approval on bringing it back, and then ultimately we would sign a new contract with All City Management or I'm sorry, with Cross Safe. And the contract with All City Management will be voted out.

- Thank you. Any other questions or comments or concerns?

- Alder Johnson.

- Thank you. If you could just refresh my memory Calvin, what was the original contract? What amount was that for?

- I don't have that in front of me. I don't know, Melanie, do you have that in front of you? We did provide all of the... In your packet, you did get all of the bid summary and that did show the total costs for the full five-year or the three-year contract.

- I've got that. It's on page three. It's on page three.

- That shows all of the costs that were submitted with all of the RFPs.

- Right.

- My page three is blank.

- It says 1,314,672. Was that one, 1314? And this one is 1338.

- Correct?

- Yeah and if we look at what All City Management wanted to increase their rates to, we are actually going to be saving money still. As commander Warych said we are still going to have a savings to the city as well.

- Okay and I did find the chat. My apologies, I'd missed that initially. And that's ultimately why I was asking what the difference was and you just answered it Calvin. I just wanted to reaffirm that this was still going to result in the savings that we were looking for.

- Yeah. There still will be a net savings to the city.

- Okay, thank you.

- Alder Corpus-Dax.

- I think it's great obviously, that we're saving money. I do have some concerns I'm guessing I would like to know if you guys have concerns that they scored almost half in some cases compared to All City Management.

- Is that the references?

- Yeah.

- Is staff concerned with that at all?

- This is Melanie Falk, human resources manager.

- I think like to have two overall from qualifications where the highest score was 20, Cross Safe was 12 and then the training programs where All City Management was 20, Cross Safe was 11.

- Yeah, Alder Corpus-Dax HR manager Falk can answer that. I think you might be muted.

- [Melanie] Yes, yes. Can you hear me?

- Yes.

- [Melanie] You can, okay. With respect to the lower ratings.

- No, I can't. No, not anymore.

- What's happening?

- Melanie you're muted.

- [Melanie] Sorry about that. I'm over at the podium now, this mic seems to be working. With respect to the lower score, references played a key in this. Cross Safe's references, they did not have any Wisconsin contracts, as opposed to ACMS, that had a number of state municipalities that they had contracted with. So, that was an area in which we scored them a little bit lower than ACMS. And then second to that, ACMS provided a very comprehensive training program. It was very well laid out. Cross Safe's was a little bit more generic. And as a result of that they were scored a little bit lower in that area. I do want to note though, that Cross Safe has been providing crossing guard services for 11 years. Again that's less years than our first vendor which I believe had 20 some 25 years of experience with crossing guards, but they do have 11 years of service. The references that we did receive were exemplary. These municipalities and school districts are happy with the service that they're being provided.

- Okay, thank you.

- Alder Johnson.

- Thank you chair. And I just want to be sure that I fully understand what's really happening here. So, essentially what we have under the current arrangement where these individuals worked for the police department, they're just being paid for hours that they're not working because that was part of a longstanding agreement. The new contractor would not do that, so, the fear that the new contractor has is that they will have higher turnover, which will force additional work to recruit new people. Is that kind of at the heart of what's happening here?

- Right, yes. That was the big reason for the change from the original selected vendor to this new vendor. The new vendor has indicated they have gone through this before. And so they know how to handle this. And I think you would see turnover with no matter which vendor it was going to be to. Because you're going from city employment to private employment. So, you were going to see turnover regardless. The reduction of hours, I'm assuming is going to affect that more. But Cross Safe has indicated that they have been dealing with this. They've requested some assistance from the city in maybe some advertising or something like that, but ultimately it will be Cross Safe's responsibility to recruit and hire and train those individuals.

- Have any of those firms indicated what level of turnover we should anticipate, and does that turnover present any concerns for the police department?

- Cross Safe.

- I do not know if they did or not. Melanie I don't know if you can speak to that at all.

- Yeah, Cross Safe had informed the lead buyer on this project that they saw about a 30% turnover in a municipality that did the same thing.

- And from the police department, we're committed to make sure that every corner is staffed. And we understand that 2020 and 2021 is kind of the anomaly given COVID. So, we're committed to making sure that those intersections are staffed and Melanie Skalmoski is on the call here, we will ensure and we will work with them for the 2021 school year till June to ensure that those intersections are staffed.

- Okay, and I appreciate that affirmation. I mean, normally for just looking at, hey, we're going to the next bidder or I don't think it's that big of a deal, but in this particular instance, obviously it's a pretty big shift in terms of how we're compensating people. So, I just want to make sure that we go to the next rated individual or the next bidder number three, in this case, but the terms are still different. So, I just want to make sure that the police department is comfortable with the change of the terms and that we're not going to have a hole there that weren't able to fill.

- Yeah and I echo your same concerns. We do feel that this is the right direction. We do feel that it's in the best interest of the city for this to pursue this vendor, not only because it's going to free up a lot of staff time, but over three years, according to purchasing it's going to be about a \$61,000 savings. I also felt some personal accountability because when I came before you a couple of weeks ago to talk about this very same topic, I said ACMS it was going to be about an \$86,000 savings over three years. And obviously that didn't come to fruition. So, I wanted to be in. And Melanie and our team here that has been working on this for many days, what felt it was in our best interest to come before you to make sure that they're open and transparent throughout this whole process.

- My concern is with the whole pandemic, are we keeping tabs on any of our old employees? Are they still able to work, willing to work, around to work? And when this company takes over, how soon till they find out if these people are willing to come back? I mean, are we going to potentially see police officers standing at the side of schools if they were to go back into session for the next semester in January. Would we potentially be seeing officers standing on corners directing traffic until this company brings everything up to speed?

- Well, yes, it is a possibility. We have an obligation to make sure that those kids are safe and we will do that. Melanie Skalmoski has been in contact with all the current crossing guards. We're currently nine crossing guard short right now. And that is a little high going into, given the fact that it is December, but we're always going into the school year numbers being down in favor. So, to follow up to your question, though, Melanie has frequent contact with the crossing guards and I told her to hold off on that because of the change of vendors here from ACMS and then coming back in front of you. But it is our plan and Melanie and I had talked about this previously, that whatever the decision is made, that Melanie will make personal phone calls to all the crossing guards to explain what's going on. There is a human aspect to this that we're very conscious of to make sure we're taking care of these people. Though we're changing gears and giving and having them employed by a vendor, we're conscious of the fact that we need to take care of them, we need to inform them and whatever the decision is here tonight, we will be in contact with them.

- All right, thank you. Are there any, Alder Dorff?

- Are they currently working? Right now that schools are-

- No, they're not. There's a few, Melanie believe there's only one or two crossing guards that are currently working during this pandemic.
- So, are we saving money on that this year?
- Yeah, we're saving about... I mean, if we have no crossing guards for this entire school year, the city of Green Bay is probably saving approximately 471,000.
- Correct, commander. We have two working due to their proximity to parochial schools that are in session.
- Okay. Any other questions or concerns? Staff want to follow up with any other comments? I'll entertain a motion.
- To approve.
- Yeah, I second.
- I second.
- I thought we'd closed the session for a minute. I thought were closed.
- No, We're not there yet.
- Not there yet.
- All right, so motion approve and I second. All those in favor, say aye.
- [All] Aye.
- That's passes unanimously. Onto item number four, update discussion on bus mechanic labor negotiations. Do any committee members feel the need or do staff feel the need to go into closed session?
- Yeah, we feel like we should go into closed session.
- All right. All right, I have a motion to go into closed session.
- I second.
- I have a second. Brian, can you read the verbiage.
- All right, the committee may convene in closed session pursuant to section 19.85 subsection one, subsection 8 Wisconsin statutes, for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The committee may thereafter reconvene in open session pursuant to section 19.85, subsection two Wisconsin statutes to report the results of the closed session and consider the balance on the agenda.
- All right, all those in favor, say aye.
- [All] Aye.
- And we are in closed session. And we're back in session, after discussing an update on the bus mechanic labor negotiations, for which I will entertain a motion.

- I move that on staff proceed as directed in the closed session.

- Second.

- I have a second, all those in favor, say aye.

- Aye and that passes unanimously. Onto item five. Consideration with possible action to repeal and replace personnel policy chapter 23.2 families first coronavirus response act with chapter 23.2 COVID-19 paid sick leave effective January 1st, 2021. Staff.

- So, I included in the packet, the memo and then also the new policy and then the policy that would be repealed if this policy was approved. So, really what prompted this is that the federal law is going to expire 31st of this year and what that law allows for right now is two weeks of paid sick leave due to COVID related leave, and then 12 weeks of leave for childcare due to a school closing or childcare closing. So, and then also the police and fire had a similar benefit that the city created that expired on November 6th. So, I included in the memo the cost and just salary dollars. Didn't include fringe benefits for the city for 2020. So, what this leave that is expiring at the end of the month we're recommending that a COVID-19 paid sick leave be put in place that go through April, 2021. So, this is 40 hours of paid sick leave for someone who is advised and quarantined due to COVID-19 or is experiencing symptoms and are seeking a medical diagnosis. So, employees who are able to remote work would not be eligible for this leave just like the federal law, unless they're unable to physically work due to COVID. And then this new leave does not provide options for leave for caring for a child due to childcare or school closing. And then any amount of leave that was used for COVID whether that's COVID being diagnosed or quarantined for close contact or for childcare leave, any amount of hours would then count towards the 2021. So, essentially if you've used 40 or more hours, you're not eligible, if you've used less than 40 hours you can use up to 40 hours. And like I put in the memo, we do not have any funding for this benefit. This would come out of the salary line item for each position. And the potential cost could come from employees who are eligible for an Escrow when they retire they will not have to dip into their own sick leave accounts so they could save that for their Escrow when they retire. So, I have talked to both the transit unions, fire unions and police unions, and they're all agreeable to this proposal. This benefit can be repealed, amended, or extended at any time with the common council approval. And then if there's a different law that is passed by the federal government that extends the current law or maybe has some different type of law that's passed, the common council could then repeal this policy and could have it coincide with the new law that goes through. So, that's kind of an overview. If you guys have any questions on the policy.

- Alder Johnson.

- Thank you, chair. Director Faulds and perhaps if anyone from PD wants to chime in since you're on the line, the one thing that kind of crossed my mind on this is that this still doesn't kick in to effect until January 1st, which means our police and fire still remain exposed, meaning that they have no benefit or no coverage on this. I'd like to get maybe a reaction or some feedback on having this take effect January 1st, with the exception of police and fire, where it would take effect immediately upon council adoption, looking for feedback.

- I guess the first thing I'll jump in and then commander Warych or Chief Smith, can. I'll just say that at this point, just like for our regular employees, there was no funding for it. So, if the common council would like to do that, I don't think there'd be any objections from police and fire. I would need to go back to them and ask if they would be covered. And at this point, the transit union is covered. So, we would not need to go to them to see if they'd be covered for that. Just want to be clear on that. So, I'm not sure if Chief Smith or commander Warych want to chime in.

- Chief I'll go after you.

- You know what, obviously we'd like to keep making sure our people are covered. What we've been able to do though is that people that have been getting COVID or been having to stay in from quarantine, we made arrangements for them to be able to work from home. So, there's almost mill occasions where people lost money right now, even though we ended our prior procedure in November, people aren't losing money because we're finding stuff for them to do at home. And I don't know, Kevin can maybe give us an update on today and how many people are out with COVID but it's a very low number.

- Yeah, we have one employee that's out, and he's out because a family member tested positive, so we're keeping them out. So he, you know, gives them a couple of days to get him into his days off to make sure he doesn't bring that virus in. But to echo the chief's thought, what the chief's comment is we've provided meaningful work for police officers to do at home. A lot of administrative work that we can give them a computer and that they can do. So, we have gone great at great lengths to do that because there was a lot of heartburn for the lack of better words after November 6th, when that benefit ended for police and fire. But we had a pretty good successful turn-around of taking care of our employees, standing up for them, and if this pandemic continues to go on the way it is at current time, if the council chooses to do that, I'm sure police officers would be very much appreciative of that. But please note that if people... I bet you of the 237 employees in the police department I would say a good portion, maybe half, and this is just the guess, that probably have used some of that benefit in 2020, where this 40 hours of time would not be available to them. That, you know, again, it's an unfunded thing like Joe said. But if we do that for police and fire, they would be appreciative of that. If we extended that 40 hours to everybody they'd be appreciative of that. Again, I that there's a financial cost to that, but it would be something that is well received from our end.

- So, director Faulds, one of the things that you talked about is that this comes under the budget at salary category and that it's not necessarily an additional expense. Could you just walk us through that a little bit? So, what I'm looking for hypothetically, let's say council were to this effect of the 15th, we basically roughly two weeks. Two weeks and a few days of coverage for police and fire recognizing that the numbers are low. I mean the financial burden of that wouldn't be very substantial would it?

- So, from the police department and the fire department and those two bargaining units, those are two that are allowed to retire with a sick Escrow and they can then use those funds to go into their Escrow for premiums, for health insurance. So, I know we had a discussion at budget about that fund and I think it is unfunded if Diana can correct me on that our director, Ellenbecker. So, that would be one of the bargaining groups where there's not an immediate cost to that financially, but there can be a direct cost of that once someone retires. And then I think it's always the loss of time for services. And I know that whether we have this benefit or not, I know that Commander Warych and Chief Smith will do their best to make meaningful work for individuals so they can get work done and they don't have to dip into this benefit anyway. So, I'm not sure if director Ellenbecker wants to chime in on that.

- No, the one thing I'd like to add though, though the numbers are low today doesn't mean the numbers are going to be low tomorrow. A couple of weeks ago I had five employees go out in one day and that that could be catastrophic depending if it's just the one shift and luckily it was kind of spread out throughout the whole department. So, staffing was not a big impact, but I don't want to give the impression that just because we're low now, doesn't mean we need to act because the numbers are low.

- And I appreciate that. There's always, obviously that level of risk. And I think my concern still goes to maybe the arbitrary nature of January 1. I mean, January 1, obviously being in alignment with the budget year, I get that. The broader concept here is if we're willing to extend a little bit of financial risk and exposure to protect our staff after January 1st, I would also like to see us do that for the balance of the year, while we have the authority to do that. And so, I don't want to jump the gun here in case there are other alders that wish to speak on this item, but I would offer up a motion to approve this with the modification that immediately for police and fire as soon as council were to adopt it.

- [Joe] Yeah, and I guess from my perspective too, is that if we're looking at this to have what we think would be a minimal impact and not as big as an impact as what we had in 2020, you're really just extending it two weeks, and it's something that the police and fire department do not have. So, I understand what you're saying, Alder Johnson.

- All right. Do I have a second?

- I could second it. I second it. I have a question though.

- Okay. We have a second and go ahead Alder Dorff.

- So, this has not been in effect since November, right?

- [Joe] So, for the police and fire. So I guess, let me back up with the FFCRA that was mandatory for all regular employees to have the leave that I described. For police and fire, they were exempted from that federal law and then the common council and the city created that extra benefit for them that was slightly different than what regular employees had that expired on November 6th. The thought process was while it's expiring on December 31st for all employees, I mean, we don't know if the federal government's going to step in, we're not sure what's going to happen, we don't know if we're going to extend the benefit for our employees, so let's kind of let it play out and go from there.

- So, what my question is, we started up on the 15th so it's good for the people the 15th to the end of the month of December, but then what about from the 6th November to the 14th of December? That's just the only uncovered period. It's like, no good deed goes unpunished. Are there maybe repercussions, are people going, well, wait a minute, wait a minute. I was out during this time, can I get it too? So, do we have, do we know, do we have numbers? Or have you found meaningful work? I also heard director Faulds say you've been finding meaningful work and they haven't lost money and they haven't had to use their sick leave.

- [Joe] So, I think the second part of that would be the fire department. And I'm not aware of them finding a lot of work from home for their firefighters. And I have not looked at and I could be wrong, maybe they have. But I have not looked at the numbers to see how many people have been out for police and fire between November 6th and now. And those are probably numbers we can get for you. And I just reiterate that it's not funded. Just like it is for regular employees, it's not. So, if you go back, you would have to just retroactively use our city funds to pay for that time off.

- Which we don't have, right? So, no, I don't want to change the motion. I'm just throwing that out as a thought of something that might come up. But I will just stay seconding the motion the way it was.

- From the police department, we've had under 10 people go out since November 6th, I'm doing them just going through the employees in my head. I think it's six or seven. because I'm going by the time I assigned a computer out. So, the numbers are small but those numbers could change drastically in a day.

- Alder John.

- I appreciate Alder Dorff for the question. I think is a very important question to ask. And I'll stand behind my motion as well. I'm looking what we can do now moving forward. And this is a policy that's being brought to us recognizing that there's going to be a lapse in this particular coverage for all staff. But we do have an opportunity here before us to say, you know what, for those that aren't covered currently we have the ability to implement it two weeks sooner. I think let's do that. Let's move forward and think it's a good thing. A good action to tell our police and fire that we really respect and appreciate what they do. We understand that sometimes they're in a high risk category, when it comes to this particular virus. And so, I'd like to make sure that they're protected as we look forward.

- All right. Any other comments or questions? All right, then we'll vote. All those in favor of this motion, say aye.
- [All] Aye.
- Any opposed? It passes unanimously. Onto informational. Consideration with possible action on their request to fill patrol officer and fire fighter vacancies in 2021 that were approved as part of the budget. Staff?
- [Joe] Yeah, is there any question on the memo that's attached to the packet?
- Nope.
- I guess my only...
- What's that?
- I'm sorry, I just have one question. Are we going to hold these positions open because we're in the middle of a budget crisis or we're short on money or are we going to fill these positions as soon as is absolutely possible.
- [Joe] I can tell you that we're going to try to fill them as soon as possible and I'll let Chief Smith answer that.
- Yes, sir. Our goal is to get those things filled absolutely as quick as possible. We have a couple of names going to police and fire commission in the next week or a couple of people being interviewed there. And it is a full speed push. We're bringing in additional officers to do backgrounds and we've got a couple of special assignments to do backgrounds so we can get those done as quickly as we can, because we really want to get this filled. Our goal is to be right at the number we were authorized as quickly as possible.
- Thank you, I appreciate that chief. All right, any other questions or comments?
- Yes, director Ellenbecker.
- I think I just want to put it out there. And it's been more over a year that I don't believe HR or finance has asked them to hold any positions.
- And I understand that. But sometimes the department heads themselves will hold the positions open knowing that they have to make up some costs, shortcomings. And so, I mean it's a double-edged sword and one has always been kind of a bur for me. But anyway, I appreciate the input. I'll entertain a motion.
- I move to approve.
- Can just receive a place to file. It's informational. _ yeah.
- Okay.
- It says with possible action. That's why I said, I move to approved, but I couldn't. What would you like attorneys?
- We don't have any attorneys.
- Yeah, sorry about that. I missed that.
- Joe, do you want to receive in place and file or do you want to move to approve?

- Receive in place and file.
- In consideration of possible action.
- [Joe] Yup, that was a mistake on my part. It should not have said that. It should be received in place on file.
- Okay, then I will change it to move to receive and place on file.
- [Joe] Thank you.
- Motion second. All in favor say aye.
- [All] Aye.
- That passes. Does anyone have any questions for item number two? Report of routine personnel actions for regular employees?
- Receive a place to file.
- Second.
- All right, Okay. All in favor say aye.
- [All] Aye.
- All right. Our next meeting date is January 12th at 4:30. First because we'll probably be hopefully. I'm just kidding when I say that, but all in a motion to adjourn.
- Adjourn. All in favor, say aye.
- [All] Aye.
- All right, thank you everyone for your indulgence and your time. Take care and stay safe.
- Thank you.