



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, JULY 27, 2021, 4:30 PM
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, Veronica Corpus-Dax, Barbara Dorff, Excused: Brian Johnson

Others Present: Ald. Lynn Gerlach, Finance Director Diana Ellenbecker, Public Works Director Steven Grenier, City Attorney Vanessa Chavez, Park, Recreation and Forestry Director Dan Ditscheit, Information Technology Director Mike Hronek, Human Resources Director Joseph Faulds, Assistant Finance Director Pamela Manley, HR Operations Manager Melanie Falk.

C. APPROVAL OF THE AGENDA.

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

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

D. APPROVAL OF MINUTES.

I. Approval of the minutes from June 22, 2021.

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

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

E. REGULAR BUSINESS.

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

- a. Programmer Analyst - Information Technology
- b. Engineering Technician - Public Works
- c. Mechanic - Public Works
- d. Operator II - Public Works

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve the request to fill the positions and all subsequent vacancies resulting from internal transfers.

Motion Passed.

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

2. Consideration with possible action on request to approve the following wage agreements with a 1% general salary increase effective in which October 1, of the respective year occurs.

- a. Parks & Forestry Labor Association 2021
- b. Public Works Labor Association 2021

The Committee may convene in closed session pursuant to § 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve and amend the City Council approval date of July 26, 2021 to August 3, 2021.

Motion Passed.

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

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

The Committee may convene in closed session pursuant to § 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to enter closed session.

Motion Passed.

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

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

Motion Passed.

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

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to direct staff to proceed as discussed in closed session.

Motion Passed.

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

F. INFORMATIONAL.

1. Report of routine personnel actions for regular employees.

2. Next meeting date: August 10, 2021

G. ADJOURNMENT.

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

Motion Passed.

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

VERBATIM MINUTES

- I think so. Okay.

- Yep. Brilliant.

- All right. This is the personnel committee for the City of Green Bay, July 27th at 5:49 PM. We'll start with a roll call.

- Alder Dorff?

- Here.

- Alder Corpus-Dax?

- Here.

- Alder Johnson has been excused and also in attendance is Alder Caroline. I would entertain a motion on the agenda.

- Move to approve.

- Second.

- I have a motion through, approved by Alder Dorff, Seconded by Alder Corpus-Dax. All those in favor, say aye.

- Aye.

- Aye.

- Aye.

- And is anyone have any questions about the minutes?

- Nope.

- Nope.

- I'll entertain a motion.
- Motion approved.
- Second.
- I have a motion approved by Alder Corpus-Dax, second by Alder Dorff. All those in favor say aye.
- Aye
- Aye.
- Aye and that passes. Onto regular business. Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers. Does anyone have any questions for staff on any of the four positions that need to be filled? If not, I'll entertain a motion.
- Move to approve.
- Second.
- All those in favor, say aye.
- Aye.
- Aye.
- Aye. All right. On to item number two. Consideration with possible action on a request to approve the following wage agreements: where the 1% general salary increase effective, in which October, one of the respective year occurs, for a parks and forestry labor association, 2021 public works labor association, 2021. We may convene in closed session. If anyone needs to discuss anything.
- Do you have any general statements?
- Yeah, so this is not the contracts for the parks labor association and the DPW labor association. They're labor associations that have the right to bargain wages, but they don't have full bargaining rights. So essentially we can meet with them and talk about the wages and we've agreed to have 1% just like the general employees. One thing I did notice about next week, we accidentally had approval by the common council on July 26th, 2021 on both contracts. That should say August 3rd, 2021. So there's a slight amendment to make things clean that if it's approved, that it'll be approved next week on August 3rd by the common council.
- Okay.
- Would you like me to make that amendment?
- Well... Can I just have a couple of questions real quick?
- Yeah.
- I had a, an employee reach out to me. And do we have agreements with their bar? The representatives right now for both units?

- No, we do not. So they did not re-certify or certify for 2020, so we don't have any agreements for them, but they re-certified this year. So we have agreements. This is what they are for the 2021 contract year. These two agreements right now.

- So the representatives are in agreement with what we have for 2021?

- Yeah. I've talked to both, both unions.

- Okay. And, and why are we at 1% this year? When I think the last few have been at 2%?

- Because they, these bargaining units, they usually get what their general employees get because they don't have full bargaining rights. So we're able to kind of implement the 1% increase for these two bargaining units.

- Okay. And, I'm not saying we're mean, but it always seems like the non-represented units and the general employees always get the short end of the stick. And I'm just wondering, are we really keeping up with other private sector and public sector entities? You know, are we going to, are we going to start having employees leave? I mean, there is a plethora of sounds like, well paying jobs out there and I'm concerned. I mean, you know, it does take a while for staff to get employees trained up, she can't just step into it. And, and that was, you know, my concern is, you know, like last year, you know, especially at budget time, they, they try and take it the money away from the general employees and the ones that have no bargaining rights. And I just, you know, is that fair? I know it's money and I know Diana and all that, everyone in finance is like, you know, well, this is how we worked it out. But. You know. If you could just make a comment on that, Joe, I'd appreciate it.

- Yeah, I can do that. So last year during the budget time, I know there was a lot of discussions about, you know, layoffs and what was the routine and the hit that our taxes took and revenue took from the city. And I, if I remember correctly, there were not a lot of municipalities that had a 2% budget increase for 2021. So we felt comfortable that this year for 2021, we could do a 1% increase for the general employees. And then obviously the parks and DPW labor associations fall under that as well. So that is why, that's why we did a 1% for this year. I do understand the concern though, of, you know, the increase or excuse me, the private sector, keeping up with them. Also keeping up with other public sectors is what their general wage increase. So I think that's something we have to continue to look at, but I do think more municipalities, they're getting closer to 2% going forward, which is something we'll have to talk about at budget time.

- Okay. All right. Looking for us to receive and place on file.

- All right.

- No to approve and approve with the date August 3rd 2021.

- Okay. I can do that. I'd like to make a motion tracks. Both of them should be amended to be approved by city council on August 3rd, 2021 and strike on July 26th. So that's my motion.

- Yep.

- Second.

- All those in favor.

- Aye.

- Aye.

- Aye. Any opposed? That passes unanimously. Okay. On to item number three. An update and discussion on the Green Bay Professional Police Association labor negotiations, it may convene in closed session pursuant to state statutes if you feel it's necessary.

- Are we feeling it's necessary?

- Yeah.

- All right. I'll entertain a motion.

- So moved, that we're going to close session.

- Second. All those in favor say aye.

- Aye.

- You have to read the language first.

- Yeah.

- Okay. I'll just, and Lynn is still on duty as far as... Wait, that's opening the floor. Nevermind. All right. So the committee made convenient closed session pursuant to section 19.85 Wisconsin, Wisconsin statutes for the purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons since have you made there after we convenient open session pursuant to 19.85 sub two Wisconsin statutes to report the results of the closed session and consider the balance of the agenda.

- Okay. All those in favor say aye.

- Aye.

- Aye.

- Aye.

- All right. Let's get there.

- Okay. Okay. That's why..

- We're recording.

- He's recording. Okay.

- Wondering what that was.

- I move that we go back into open session.

- Second.

- All those in favor say aye.

- Aye.

- Aye.

- Aye.
- All right. I'll entertain a motion.
- I move that we'd, we direct staff to proceed as discussed in closed session.
- Second.
- All those in favor say aye.
- Aye.
- Aye.
- Aye. That passes unanimously. On to informational report of routine, personal actions for regular employees. Anyone have any questions for staff on that?
- No questions.
- Okay. Our next meeting date is August 10th, 2021. I'll entertain a motion to adjourn.
- Second.
- All those in favor say aye.
- Aye.
- Aye.
- All right. We are adjourned. Everyone take care and enjoy the evening.