



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, SEPTEMBER 28, 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: Brian Johnson, Veronica Corpus-Dax, Barbara Dorff. Bill Galvin joined later in the meeting.

Others Present: Ald. Lynn Gerlach, Public Works Director Steve Grenier, Finance Director Diana Ellenbecker, City Attorney Vanessa Chavez, Police Chief Chris Davis, Assistant Fire Chief Robert Goplin, Police Commander Kevin Warych, Human Resources Director Joseph Faulds, HR Operations Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

D. APPROVAL OF MINUTES.

I. Approval of the minutes from September 14, 2021.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Brian Johnson to approve the minutes.

Motion Passed.

Yes- Barbara Dorff, 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. Truck Driver - Public Works
- b. Mechanic Foreperson - Fire

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve the request to fill the Truck Driver in Public Works and all subsequent vacancies resulting from internal transfers.
Motion Passed.

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

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

Motion Passed.

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

2. Consideration with possible action Health, Dental, Vision, Life and Disability benefits starting on January 1, 2022.

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

Motion Passed.

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

3. Consideration with possible action on request to review the process in Article 26.I Special Leaves in the Agreement between City of Green Bay and Green Bay Professional Police Association.

Ald. Bill Galvin arrived.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to include Article 26.I, Special Leaves, of the labor agreement in the packet for the City Council and to authorize the Police Chief to approve training under this article and submit a report to the committee once a year detailing the training activity.

Motion Passed.

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

Ald. Brian Johnson left the meeting.

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

The Committee may convene in closed session pursuant to Section 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee 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 enter closed session.

Motion Passed.

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

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin 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 receive and place on file.
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.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to receive and place on file.
Motion Passed.

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

2. Next meeting date: October 12, 2021.

G. ADJOURNMENT.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to adjourn.
Motion Passed.

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

VERBATIM MINUTES

- Roll call Alder Dorff?

- Here

- Alder Corpus-Dax? She's here. And Alder Galvin is here by phone coming in to Zoom shortly Alder Johnson's here. Approval of the minutes for September 14th, 2021.

- So moved.

- This sucks.

- We've moved by Alder Corpus-Dax, second by Alder Johnson. Is there any discussion? Seeing none, all those in favor, say aye.

- Aye.

- Opposed? Motion carries, item irregular business number one, consideration with possible action request to fill the following replacement positions, and all subsequent vacancies resulting from internal transfers. A, a truck driver public works. Any questions?

- No questions, motion to approve.

- Second.

- We have motions Alder Corpus-Dax, a second by Alder Dorff. Any discussion, seeing none, all those in favor, say aye.

- Aye.

- Aye.

- Opposed? Motion carries, item B, mechanic fire, any questions?

- None.

- Can we have a motion?

- Yeah, I move to approve.

- Second

- We have motion by Alder Dorff, a second by Alder Corpus-Dax. Any discussion? Seeing none, all those in favor, say aye.

- Aye.

- Aye.

- Opposed? Motion carries, item two. Considerations possible action, health, dental, vision, life, and disability benefits starting on January 1st, 2022, staff.

- Do you have in your packet, a memo, that described the 2%, and then you also have the fixed costs, that we have for the health funded them, the dental fund as well. So last year we did a market analysis of all of our benefits and we added the family savings plan. But because of that, we had a 0% increase for premiums last year. And this year we're in just being able to have a 2% increase premium. The dental plan is calling for a decrease but we'd recommend that we keep that flat. So there's any questions about the fixed cost, or any other questions we can go ahead and answer those.

- On what?

- Oh, excuse me, one thing I should add too, is that the health fund is calling for about a 1.27 increase I think it said, that could be lowered if we have a better rate for our stop-loss premium, but at this time we're recommended a 2% because, we are running a little bit higher in our projections right now. So, we think it'd be a better idea to be a little above the recommended of 1.2, and go to a 2% increase.

- Alder Johnson, Chair, can I speak?

- Oh I'm sorry, yeah just go ahead, Alder Dorff.

- All right, so has this been run past the employees and do they have any concerns?

- We ran this past the benefits committee last week, and it seemed like there was a pretty good understanding that a 2%, why it was being recommended. I think whenever there's an increased any type of benefits, there's always kind of a concern about that. But the most part, they understood the rationale behind it, and why we

were recommending 2% increase. And I guess, to give a little bit more background on that is last year because of COVID, there was a lot of elective procedures that were foregone, and then, at the end of the year, there were a lot of procedures that occurred. Those claims ended up being put in January of this year, they're paid out in January. So, really kind of spiked our cost for this year. So, we're hoping that will taper off a little bit and we'll catch up with that. It's got some high claims in January, and then we have some other high claimants as well, but that's why we're running kind of hot at this point.

- Okay, I would move to approve.

- Second.

- And I just have one question before we take up a vote on that. Joe, do you know when you're looking at, whether it's a private sector, or other government entities in terms of where they're trending for increases, do you know kind of where that market trend is right now?

- I wouldn't know the exact trend on increases, but I think we have in here, I'm trying to look in the packet.

- Or perhaps even if you've got some general thoughts about maybe where that number's been in the past, even for the City of Green Bay?

- Yeah, so I think... Shoot, I don't have that data with me, but typically what there is, is there's an M3 with their book of business. They have an average cost per employee, but I think we're about 16,400. And I think the range of that is, I think it's around 15 to 17,000. So I think we're right in where we should be market-wise for the public sector.

- Okay, so when I'm looking at the form that was provided here by M3, I'm seeing medical trends 7% increase, prescription drug 10%. So basically what we're saying, and I just really want to simplify this and understand it. What we're saying is, of that blended rate of 7.7%, we are asking the employees, to basically take 2% of that and the city is going to assume 5.7% of it.

- No, I think when we look at the trend assumptions, what that means is, they are anticipating that the market and healthcare will increase about 7% for medical, and will increase 10% for prescription. And then when you look down and you see that they're recommended a 1.2, 7% increase, that is the increase that goes into the premiums. And then, the premium is being shared percentage-wise by the employer and the employee contribution. And Diana is that, I believe that's correct, right. That's trying to expand as well.

- Yes, that is correct.

- Okay, so overall then, what the presumption here is, is that, what the City of Green Bay will be experiencing is less than what the market trends are suggesting?

- I believe that'd be correct.

- Okay.

- Well, I guess in the sense of healthcare costs, but either public or private entities.

- Right, all right, yeah, I understand that, so. OK, so, there is a motion from Alder Dorff, there's a second from Alder Corpus-Dax, is there any other discussion?

- I think Alder Galvin might be on, oh, he's waiting for someone to admit him, so please admit him. But no, I have no other discussion.

- No.
- Okay. All those in favor of the items say aye.
- Aye.
- Aye
- Any opposed? Motion carries.
- All right.
- I'm going to keep going until we see Bill. Considerations.
- No, I don't know... I don't think he can get in on his computer, so I think you should just keep going.
- Okay, consideration with possible action request to review the process and article 26. I special leaves in the agreement between City of Green Bay and Green Bay Professional Police Association.
- So, we have on the call, I believe we have some individuals from the Police Department. I think we have Commander Warych, I see them, and also I think Lieutenant Ramos. So I don't know, I think it might be best. I don't see if there's anyone from Union on, but I mean, that's okay, we can go forward with this. But it might be best for the Police Department to kind of talk about the process and the history behind it. And then we can move forward with a recommendation.
- So Joe, just a quick point of clarification because, in the agenda item, it says, "Request to review the process." I mean, what exactly is, just so that we're in the right mindset? What exactly is it that you're asking of the committee? And of course, that may come clear as you're explaining it, but.
- Yeah, and one thing too is, I'm not sure if you're able to review article 26. I, I apologize that that wasn't put in a memo and included in the agenda. Yes, so that's what we're looking at right now. It's language that allows for the chief of police in consultation with the personnel committee to allow for time off, not to exceed three months for training and go to college, education, and other types of training that would relate to the Police Department that summarize with languages. So, what we're asking to do, or excuse me, the Union requested that those training reviews and days off approved by the chief, be also approved by the personnel committee. And that's where I think for some time we've only had the chief of police approving those times off. So Commander, so what we're asking to do is maybe explain the history behind it, Commander Warych can do that. And then from there decide, what is the process we want going forward to be consistent with the contract languages.
- So, is the time--
- May I ask again, to admit Alder Galvin, he still trying to get in, he would be a 6394640 number.
- And then City Attorney Chavez are you able to do that?
- There he is.
- I see them on the screen, yep.
- Okay.
- All right. All right I'm here, I'm sorry everybody, I apologize.

- Brian's just going to keep going.

- Yeah, so Joe, I mean, I'm just, is this a time sensitive item? Because I think with this committee not having reviewed article 26.1, I would feel a little bit at a disadvantage in terms of making a decision, or recommendation. Can you provide some insight on that?

- I guess, Commander Warych, is there anyone from the union that is on today?

- Let me look at the people that are logged in, and I do not believe that is the case.

- And I'm okay still, getting information background, but if it's not time sensitive, I'd almost encourage us to hold on a decision, or recommendation till we've had an opportunity to review that document.

- Yeah, I'm okay with that--

- if I can--

- Oh, go ahead Commander Warych.

- [Commander Warych] All right, if I can explain the history, but know that there are some employees that put in requests already to do that. And we're waiting on the decision for the consultant to... Waiting on the direction from the personnel committee to proceed, so. If I could just give you the brief history on this, I've been with the department for 20 years, and I've asked the people that were in training prior to me being a supervisor. So, my history and historical perspective of what back at least 20 years. There's the line Director Faulds just explain that, the chief of police in consultation with the personnel committee, may authorize a leave of absence. Now, that contract article, specifically pertains a leave of absence for a variety of reasons to include training. In the workings of the Police Department, an employee, would submit a request of leave of absence to attend a training course, that they wanted to pay for themselves. Like firearms, defense, and arrest tactics, where they would take the initiative to put themselves through training that they would not have the Department sponsor them, but they would sponsor themselves. In turn, they're just asking for their duty time, to go to that training. So, get going back 20 years, the training division has always looked at those requests, and provided reasons for approval and for denial. In your packet, you'll see an Excel spreadsheet from 2013 to present date. In that spreadsheet, it specifically talks about, or names the employee, the training, the dates, and then, the hours that they requested for a leave of absence. Majority, and I would say high percentile, and the 90 percentile, are for a day, no more than five days. And the rare occasion, there are training classes that go beyond that, but majority is a day here, a day there. So, it is just from the training division's perspective an employee want to better themselves, giving the duty time, if staffing and it didn't cause overtime, we had authorized that in the past, in working with the association and updating forms. And one of the forms that also is included in your packet, specifically one from Officer Sleeter, on the bottom of that form, I believe it says, "Supervisor, or a committee approval." The association asked if we sought committee approval, and well beyond 20 years, we've always just made the decision internally in the Police Department. So we are looking and working with the association, they asked if we could bring this in front of the personnel committee for direction on what consultation actually means. And then provide the committee, or come up with some recommendations, or guidance going forward. So, to answer your question, I know that's a long response, but this is not time sensitive. There are people that are providing requests to attend training on their own dime, that if we choose to table this to the next meeting, those people will just have to wait that much longer, so.

- Thank you for that explanation Kevin, this reminds me a lot of a couple of years ago when I had brought forward communication to stop the process of individuals having to ask to go to out-of-state training. That to me just seems like an administrative decision. So, the fact that this committee is having to approve training requests, that, again, to me, seems like an administrative decision, not a policy decision. Is that really what we're talking about here?

- [Gavin] if I could?

- Yeah go ahead Alder Gavin.

- [Gavin] All right, all right. So, and I go obviously farther back than Kevin. The main reason this came into play was because, the Union was playing the senior most qualified person goes to training. An example I can give you is I was a night shift Sergeant. They wanted me to become a firearms instructor. So I could instruct officers on the night shift and qualify them on the night shift without having to pay the range master overtime to come work nights, or to pay officer's overtime to go day shift, to get qualified. So they sent me to training for two and a half weeks. I got done, and the union properly filed a grievance saying that there were five people senior to me that could have gone. The end result was I ended up having to send five officers senior to me, training for two and a half weeks on a company dime. We'll never qualified one officer in their entire career. So, then we came up with this kind of work around where officers wanted to get certifications, to become instructors, or to expand their education. And they were willing to do it on their pay for the process to go. We didn't have to pull a score it. And so, the city said, well, okay, we'll give you the time off. We won't charge you personal days, or vacation days, or anything else like that. But there was an expectation, that anyone that did this owed The City of Green Bay. In so much as they owed them that if we ask they would talk to an officer about a use of force, or de-escalation, or anything else like that, that they would be willing to do that on duty time. And so, that's where it morphed into what we have now.

- Alder Dorff?

- So, I'm just trying to clarify, when it says, "Submitted to committee," does that mean to the personnel committee, or a different committee, committed to work?

- Well, I think, I mean, we all assume it's a personnel committee--

- Okay.

- So that's why, going off what Alder Johnson said about the out of state travel, that's a perfect example. It take out of state travel and put in training requests.

- Now, and can we just do this with... Is this something we're negotiating to do, Director Faulds? That he is just...

- No, I think the Association just wants us to seek guidance from the personnel committee on how the committee wants to proceed. And whatever the committee decides we can then work, go forward with it. I believe the association in speaking with them, they just want to include the personnel committee, so that we are indeed following the contract.

- Yeah, sorry about that. So I think what I will jump in and say is, there's probably multiple ways we can interpret the contract. It says in the language chief in consultation with the personnel committee. So I guess what I would say is your options are either to have every single person, every... If there were still training requests come to the personnel committee. But I think maybe what emotion could be tonight is to give authority to the chief to make these decisions, and then maybe have a report once a year. So there's input from the personnel committee on how this goes, that might be a good common ground. And I'm sure there's many other options you can pick too.

- What do you think Alder Johnson?

- I'm good with that with a caveat. And I'm good taking action on it tonight with the caveat that article 26.1 documentation that be included in the next council packet. So that members of this committee, and of course,

the full council can review that beforehand. And this just seems to me to be a really basic administrative decision. I don't know why we're telling the police chief how to run his department, he can figure that out.

- So, I think we can go forward tonight, don't you? Do you think we still need to be here?

- Yeah I think so too, if you will make that motion, Alder Dorff.

- Yes, I will make the motion. Well, let's see. What Alder Joe said, or what you said? But, I think we can--

- I think what Joe said, and then include article 26.I in the city council packet.

- Okay, all right. Yes, so would you please, as part of this motion, to include article 26.I in the city council package, and to allow the chief of police to make these decisions and submit to the personnel committee once a year, a report, is that often enough? Or do you want it more often? Once a year, once a year, submit a report on training.

- I'll second.

- All right, is there any further discussion?

- Seeing none, all those in favor say aye.

- Aye.

- Aye.

- Aye.

- Opposed?

- Motion carries, Alder Galvin, I'm going to hand it off to you now, because I have to hop off. So we are on item number four.

- All right, I'll be honest with you, I don't have access. I couldn't get access to the agenda. So if, someone else can get--

- Item number four is update and discussion on Green Bay Professional Police Association labor negotiations strategy. Director Faulds did you want that in closed session? Do you need that?

- Yeah, so a City Attorney Chavez is going to be taken over right now. And I think the answer to that while I let her answer that.

- The answer to that is yes.

- So, Alder Galvin, I will, if we need to do something regarding the agenda, the next items, do you mind if I just go ahead and take over that?

- Absolutely--

- Okay.

- Absolutely you go ahead, I'll be here on the phone.

- All right. So, I will move that we are going to close session.

- Second

- Is there a second? Second by Alder Corpus-Dax, and I'll read the language. The committee can meet in closed session pursuant to section 19.85 IE Wisconsin Statutes, for the purposes of delivering, or negotiating, public employee contracts for competitive or bargaining reasons. The committee will thereafter reconvene an open session pursuant to section 19.85 Wisconsin Statutes to take action items discussed in closed session, if appropriate and to consider the remainder of the agenda. All those in favor of going into closed session?

- Aye.

- Aye.

- Aye.

- Aye.

- The motion carries, yep.

- [Chavez] Second.

- [Faulds] Second.

- [Dorff] All those in favor say aye.

- [Chavez] Aye.

- [Diana] Aye.

- [Faulds] Aye.

- [Dorff] Opposed nay. We're now in open session. I moved to receive and place on file.

- Second.

- The discussion, that we had.

- Second.

- Second okay, all those in favor say aye.

- Aye.

- Aye.

- Aye.

- Opposed nay? Motion carries. All right, the next item on the agenda is app informational on report of routine personnel actions for regular employees. Are there any questions about that report?

- I have none.

- Okay.
- Nope
- Seeing none, I will entertain a motion to--
- Motion to receive and place on file.
- Second.
- Second.
- Alder Corpus-Dax, second by Alder Galvin, all those in favor say aye.
- Aye.
- Aye.
- Opposed nay? Motion carries. And the next meeting date we have is October 12th, 2021. If there by staff, unless you... Do have something, Director Faulds? No, you just leaned forward in a way.
- Oh, sorry.
- That I thought, you want to speak.
- yeah.
- Okay, is all right, I'll entertain a motion for adjournment.
- Motion adjourned.
- Motion adjourned.
- Second.
- Okay. Second by Alder Galvin, motion made by Alder Corpus-Dax. All those in favor, say aye.
- Aye.
- Aye.
- Aye.
- Opposed nay? Motion carries, we're adjourned.