



MINUTES OF THE JOINT FINANCE/PERSONNEL COMMITTEE

WEDNESDAY, NOVEMBER 3, 2021, 1:00 PM
Virtual Meeting. Participants may join via Zoom.

A. ZOOM MEETING INSTRUCTIONS.

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

B. ROLL CALL.

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

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

Others Present: Mayor Eric Genrich, Ald. John VanderLeest, Ald. Lynn Gerlach, Ald. Jesse Brunette, Ald. Mark Steuer, Ald. Kathy Lefebvre, Finance Director Diana Ellenbecker, Human Resources Director Joseph Faulds, Public Works Director Steve Grenier, Police Chief Chris Davis, Fire Chief David Litton, Park, Recreation and Forestry Director Dan Ditscheit, Community and Economic Development Director Neil Stechschulte, City Attorney Vanessa Chavez, Information Technology Director Mike Hronek, Green Bay Metro Director Patty Kiewiz, Municipal Court Judge Jerry Hanson, Asst. Finance Director Pam Manley, Deputy City Attorney Joanne Bungert, Asst. Community and Economic Development Director Cheryl Renier-Wigg, Asst. Public Works Director James Brunette, Asst. Parks, Recreation and Forestry Director James Andersen, City Clerk Celestine Jeffreys, City Assessor Russ Schwandt, Police Department Budget Manager Rick Jurkanis, Police Investigative Commander Paul Ebel, Safety Manager Nate Froemming, HR Operations Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

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

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

D. APPROVAL OF MINUTES.

1. Approval of the Finance Committee minutes from the October 12, 2021 meeting.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

2. Approval of the Personnel Committee minutes from the October 12, 2021 meeting.

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

Motion Passed.

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

E. REGULAR BUSINESS.

1. For consideration with possible action the request by the Fire Chief to adopt new ambulance rates.

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

Yes- None, No- None, Abstain- None.

2. Consideration with possible action on the request for 2022 new positions and reclassifications. Recommendation to discuss during the individual departments 2022 budget approval.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to approve the 2022 new positions and reclasses contingent upon approval of the budget.

Motion Passed.

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

3. Consideration with possible action on a Resolution Adopting the 2022 City of Green Bay Fee Schedule.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to amend the fee schedule under 10-574 for all 4 fees to \$50.

Motion Passed.

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

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to adopt the fee schedule as amended.

Motion Passed.

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

4. Consideration with possible action on a Resolution Adopting the City's Plan for Expenditure of Funds Received Pursuant to the American Rescue Plan Act of 2021.

Moved by Ald. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to hold until the November 30, 2021 Finance Committee meeting.

Motion Passed.

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

5. For consideration and possible action to approve the use of a portion of the American Rescue Plan Act loss revenue calculation to fund one-time building repairs, new equipment or repairs in the 2022 budget.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to approve.

Motion .

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

F. REVIEW AND APPROVAL OF THE MAYOR'S RECOMMENDED 2022 BUDGET.

Mayor Eric Genrich provided a general summary of his recommended budget.

1. Common Council (page 17).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

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

2. Mayor's Office (page 21).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

3. Administrative Services (pages 30-31).

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

Motion Passed.

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

4. Information Technology and Equipment Replacement (pages 39-42).

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

Motion Passed.

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

5. Law (page 49).

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

6. Municipal Court (pages 54-55).

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

7. Human Resources (pages 62-63).

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

Motion Passed.

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

8. Community & Economic Development (pages 75-77).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

Yes- None, No- None, Abstain- None.

9. Police Department (pages 86-88).

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

Motion Passed.

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

10. Fire Department (pages 96-102).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to amend the Fire Department budget by adding \$6,750 to the contractual services line item.

Motion Passed.

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

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve the budget as amended.

Motion Passed.

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

11. Department of Public Works includes Engineering, Operations, Traffic and Equipment Replacement (pages 110-117).

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

Motion Passed.

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

12. Parks, Recreation & Forestry and Equipment Replacement (pages 131-134).

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson to amend the budget by adding \$20,000 to the seasonal pool salaries line item.

Motion Passed.

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

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve the budget as amended.

Motion Passed.

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

13. Miscellaneous (page 139).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

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

14. Sanitary Sewer (pages 149-151).

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

Motion Passed.

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

15. Parking Division (pages 153-155).

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

Motion Passed.

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

16. Storm Sewer (pages 157-159).

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve.

Motion Passed.

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

17. Transit (pages 164-165).

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

Motion Passed.

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

18. Bay Beach (pages 172-175).

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve.

Motion Passed.

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

19. Debt Service (pages 177-178).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

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

20. Workers Compensation (page 180).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

21. General Liability (page 181).

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve.

Motion Passed.

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

22. Health Insurance Escrow (page 182).

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

Motion Passed.

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

23. Revenue - General Fund (pages 184-194).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to amend the budget by adding \$150,000 to the squad fee line item.

Motion Passed.

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

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve the budget as amended.

Motion Passed.

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

24. Revenue - Sanitary Sewer (page 195).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

25. Revenue - Parking Division (page 196).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

26. Revenue - Storm Sewer (page 197).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

27. Revenue - Transit (page 198-199).

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve.

Motion Passed.

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

28. Revenue - Bay Beach (page 200).

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

29. Revenue - Fire Consolidation (page 201).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

30. Revenue - Debt Service (page 202).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

31. Revenue - Equipment Replacement Funds (pages 203-208).

Moved by Ald. Brian Johnson, seconded by Ald. Bill Galvin to approve.

Motion Passed.

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

32. Revenue - Workers Compensation (page 209).

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve.

Motion Passed.

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

33. Revenue - General Liability (page 210).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

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

34. Revenue - Health Insurance Escrow (page 211).

Moved by Ald. Bill Galvin, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

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

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve the Mayor's budget as amended.

Motion Passed.

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

G. REGULAR BUSINESS CONTINUED.

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

a. Financial Analyst - Administrative Services

b. Neighborhood Compliance Inspector - Community & Economic Development

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to approve.

Motion Passed.

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

2. Report of the Claims Committee.

The Committee 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 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. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to approve.

Motion Passed.

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

H. INFORMATIONAL.

1. 2021 Contingency Account: \$104,650.00.
2. The next Finance Committee meeting will be held on Tuesday November 30, 2021 at 4:30 PM.
3. The next Personnel Committee meeting will be held on Tuesday November 30, 2021 at 4:30 PM.

I. ADJOURNMENT.

Moved by Ald. Bill Galvin, seconded by Ald. Brian Johnson to adjourn.

Motion Passed.

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

J. VERBATIM MINUTES.

- Have joined us today, which is Alder Gerlach, I see. And I saw Alder Steuer. And that's it, so roll call. Alder Galvin. His lips moved here. Alder Corpus-Dax.

- Here.

- Alder Johnson.

- Here.

- Okay. Are there any other alders that I missed?

- [Vander] Alder VanderLeest.

- Oh, there you are, okay, Alder VanderLeest.

- [Vander] Thank you.

- And I see the mayor is here. Oh, and there's Alder Brunette. Okay, they're adding in right now. Any other alders? No, okay. So the first part of the meeting is going to be the regular business for personnel and finance. And of course the other alders are very welcome to chime in on any events that may be of concern. And then I'll introduce the mayor and he'll say a few words first and then we'll proceed with the budget part. So the first item of business is approval of the agenda. I'll entertain a motion to approve.

- So moved.

- Moved by Alder Corpus-Dax. Second by Alder Johnson. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Approval of the minutes for the finance committee from October 12th, 2021.
- So moved.
- Second.
- Moved by Alder Corpus-Dax. Second by Alder Galvin. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Approval of the personnel committee meetings from October 12th.
- Moved.
- Second by Alder Johnson. Second, is there any discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Motion carries. Regular business. All right, the first thing is, for consideration with possible action, the request by the fire chief to adopt the new ambulance rates. And we all received or should have received an email today from the fire chief. And perhaps he would explain, go over that email for the rest of the people that maybe didn't see it.
- Good afternoon. Thank you, Chair Dorff. So I sent out an email, just a follow up email this morning. So first of all, I apologize for the rates getting in late but we were waiting on our provider to get all the data together and so that's why it's here before you on budget day. And in my original memo, we have historically charged different rates for resident versus non-resident on ambulance billing. And that was my original recommendation just because of the past history. However, we did receive some information from the billing company and our legal counsel, basically saying that that can create conflict with both Medicare and Medicaid, it could actually be illegal for us to be charging separate rates for ambulance service. And I provided that, I did provide that information directly to the committee. I did not share it with the full council but finance committee members at least have that. And so I guess I'm resending my original memo on the recommendation that charges those different rates and they just go with what the LifeQuest has recommended that we charge down the line for ambulance billing.
- So if we were to amend this, or maybe Diana can help us, what exactly needs to be amended on this chart here?
- We don't need to amend it. Yeah, we don't need to amend anything. So if you look at the chart and it says, Green Bay Metro Fire Department rate survey and then, you know, on a far right it's just, on the green section it says, you know, recommended rates. So if you just look at the first two lines it says, "ALS resident, ALS non-resident." You'll notice that the charge for those are exactly the same. So nothing needs to be amended as part of the chart. Just in my original memo I had suggested that maybe we would charge \$100 less for residents, only to find out through their interpretation from their legal counsel that that probably runs a foul of the Medicare and Medicaid rules.

- Okay, all right. Alders, is there any more discussion on this?

- [Vander] Just one word.

- It's Alder Johnson first, but then I'll get to you Alder VanderLeest.

- [Vander] Sure.

- Thank you Alder Dorff. Chief, I admittedly, you know, I'm not sure what all these acronyms stand for, you know, ALS, BLS, SCT. The thing that my eye goes to more specifically is taking a look at our existing rates and then the recommended rate. And several of these are rather substantive increases in fees. Can you just help walk me through that? Like, how are these fees paid? Does insurance cover these? I mean, you know, and really even when I take a comparison to other communities, right? Waukesha tended to be on the higher end Two Rivers being on the lower end. What is it that Waukesha or Green Bay for that matter is doing to provide a service that justifies a rate that's double than what Two Rivers is, for example. So could you just kind of walk me through that a little bit?

- Well, there's a couple of factors in that. So first of all, the payer mix. So when we look at our payer mix or who pays the bills for ambulance billing here in the city, about 60% of the billing that we send out is paid by Medicare and/or Medicaid. So that's 60%. About 30% of it is paid by private insurance. And about 10% is self-pay. So those folks that are, there are some out there that are self pay that, you know, it's about 10% of what ends up more than they pay through their own pocket. Now, when you look at the Medicare and Medicaid rates, those rates, there was a max cap on those rates. And that's set annually by Medicare and adopted by Medicaid, by the state. And they basically take an average of regions. So in other words, so Wisconsin might be lumped into the Midwest region, meaning other states so like the Great Lakes areas, and so they set their max based on averages. And so in order for us to, part of LifeQuest, review is where should we set our rates in order to maximize our rate reimbursement from Medicare and Medicaid? So that would be the first part of it. And then in the second part of it is of course, just looking at some of the providers that they've shown there that, you know, the going rates and what the, you know, the averages are and what they're recommending for us. And I will tell you that these are all public fire department service rates. If you were to look at a private ambulance service, such as, I'll just say County Rescue here in Brown County, which is a private company, you would see that the bills that they charge are probably at least 50% higher than the \$1,400 recommended there, maybe as much as 75% higher on the private side of their business. So as far as a justification for, you know, the rate increase, again, it's maximizing what we get out of Medicare and Medicaid. It is falling in line with, you know, basic averages throughout the state. And it's been, I believe, I don't know exactly, but I think it's been three years since we've raised our rates. And if you look at, you know, again, most importantly that, you know, let me also just say this, any resident who would be on private pay, that 10%, if they fall below a certain level of income, they can claim a hardship. Those hardship cases are reviewed by the finance department and the bills can be waived and/or partially waived through the finance department. So just, you know, I wanna, you know, assure the council members that there is a mechanism there for people that are facing tough times. There is a mechanism there for them to not have to pay, you know, these fees. And so with that, that's the recommendation that came from the council. And if you look at the, you know, the next couple of pages on the examples, I asked them to do a financial impact on what this looks like. And essentially on the City of Green Bay side, you could be looking at a \$500,000 increase in our ambulance revenue. If you look at the Alloway, you're looking at another 50,000. I would just caution you that on the third page or the Bellevue impact, that impact is, they

basically just took the number of calls that we've taken for county rescue in 2021. We actually take over the full ambulance service in Bellevue on January 1st. So in 2022, that revenue impact is gonna look just like the Alloway or very, very close to it. So we expect the Bellevue revenues to be somewhere in the area of about 50,000 as well. Well total, it could be a total impact of \$600,000. And if you looked at my memo, I indicated that I'd be comfortable with raising our revenue projection in our budget to \$300,000 over our previous year based on these new rates to be conservative.

- And I appreciate that explanation, Chief. And so just for clarity sake, again, when we're looking at these recommended rates, would Medicare and private insurance generally 90% of the time are gonna kick in here? Do they cover 100% of that cost or? Admittedly, I've never been carried in an ambulance, thankfully. So I'm just not, I'm a little bit unfamiliar perhaps with how that reimbursement works.

- Yap, so Medicare and Medicaid patients, there is a maximum cap as I alluded to before. And that's based on averages through the regions. And Medicare and Medicaid will only pay a certain, up to a cap. I don't know exactly what the cap is, but let's just say that it's \$900 for an advanced life support, which is the ALS category there. The 900 is the max, and then the city is not allowed to go after that other \$500. So in other words, 900 is the cap that Medicare puts on it. They're paying the \$900. And then our billing company, basically that takes care of that statement and they move on. It's uncollectable money, the balance.

- Is it uncollectable or do they pursue the resident for that payment?

- They do not. Medicare and Medicaid rules are very specific that they only, you have to take what their maximum payment is allowed.

- Okay. So really the only time that we are securing a payment from residents is that 10% of the time where they're self-pay.

- That is correct. And then there, again, there's also a mechanism there for those that are unable to pay. They have a process by which they can appeal through the finance committee, finance department, that does not run through the fire department.

- Have we ever contemplated or would it be possible for us to create a separate rate structure very similarly to when you go to a private healthcare provider and they're, you know, they give you kind of like, if you don't have insurance, here's your cash payment and it's at a discount? I mean, how complex of a process is it to do that? And the reason I'm even asking this question is because I, obviously the lesser this burden that we can place on our taxpayers, the happier I would be.

- Yeah, I understand the concern. I don't think that that's a common, in fact, I'm not aware of anywhere around the state where that practice is done. I don't know based on what I just said about charging resident versus non-resident of the Medicare and Medicaid rules. I'm going to guess that it's not allowable under that same rule process. I can check, but I doubt that that's gonna, I doubt that that answer will change.

- Okay, like, I think I'm good. I think recognizing that there is that mechanism to apply for hardship, is that something, when we send those bills that they're given information about that or do they have to seek that information out on their own?

- I'll defer to Director Ellenbecker on that.

- Alder Johnson, can you repeat that question, please?

- When someone is suffering an economic hardship and they receive a bill for the ambulance service, do we give them information up front that if you are, you know, experiencing financial hardship, here's how you can reduce or eliminate this bill or do they have to seek that information out on their own?

- I actually may defer to Assistant Pam Manley, the answer to that question.

- I don't have the exact answer right now. LifeQuest is actually the one who makes that determination for the City of Green Bay. We agreed upon that a year or two ago. I don't know if they have to ask and specifically say that they're having trouble paying in order to receive that request. I don't think it's sent out right away with their bill, right? Saying, "Hey, you can request for financial hardship." I think when they work with LifeQuest and say, "Hey, I can't make this payment." They work with them and will give them the information if they find that it's suitable for them or if they directly request it.

- Okay, and I hope it's understood why I'm asking, right? I don't mind, you know, taking advantage of full Medicaid reimbursement. But when I'm looking at, for example, just this top-line, the resident line. And we're raising the price from 900 to 1400. I mean, that's a \$500 price increase, that's more than 50%. And for someone experiencing financial hardship, that's a lot of money. So that's really the nature of my questioning. But I think I'm good for now. Assistant Director Manley, if maybe we could inquire, I don't know if that's your department or if that's Chief's, but if we can inquire how LifeQuest handles that, I think we can have a future discussion if we wanna change that process.

- I can definitely check with the company. I can tell you that, you know, typically when we run into a situation like this, if we've got a resident that's having a hardship, LifeQuest has been really, really easy and good to work with. They've been very, very straightforward with these things. We'll make sure that they are aware of that. And I can tell you that in the last, I think we've had LifeQuest now for three years, I've had zero complaints come across my desk regarding the billing company and how they've handled such claims. So I think that should give the council some sense of confidence in what they're doing.

- Thanks. Thank you, Chief. Further questions, Alder Johnson?

- I'm just getting started, Alder Dorff, buckle up.

- And this year, I know.

- I'm teasing.

- Before I call on Alder VanderLeest who's next, I just do wanna comment that either way the taxpayers are going to pay for it. If a person can't pay for it themselves, then the rest of the tax payers are covering it because it costs a certain amount of money, especially for the advanced life saving calls. So either way the taxpayers pay for this service. And we do get some revenue from that, which would also be paid for by the taxpayers if we had to raise the mill rate to cover it. So, it's kind of all there in the mix. Now Alder VanderLeest, I did call it before and Alder Galvin, I'll get you right away. Alder VanderLeest, can we by any chance see you or are you just a voice today?

- [Vander] Let me just.

- Okay, now we can see, okay. It would be helpful if other alders wanna chime in if they put their video on and raise their hand then I could see them better, thank you. Go ahead, Alder VanderLeest.

- Thank you, Ms. Dorff. My question was answered with Chief Litton on the price and some of the information that was discussed with Brian. So my question is already answered. The fee for the public then right across the board, resident or non-resident, is \$1,400. So that was my only question. And, I wanna just say that the rescue does a very good job. I've had to use them twice with family members and hats off to their excellent service. So, I'm comfortable with what was mentioned and thank you very much.

- Thank you, Alder VanderLeest. Alder Galvin.

- I had a constituent that had a problem paying a rescue squad bill for her husband. She contacted me, it turned out she had already gotten information on how to contact the city. And that she couldn't pay but I just assisted her a little bit and the city was very understanding and took care of her issue with absolutely no other problems.

- Good to know.

- There's some thing in place there. And like I said, the city was very good to her.

- Thank you, Alder Galvin. Yes, go ahead Chief Litton.

- Alder Dorff, I just wanna add in, I just wanna kind of run down the cost of providing, you know, service to the residents. You know, every ambulance that we purchase is \$300,000 and the council approves those. But we'll have two more for next year for the capital improvements. We just spent almost \$600,000 on cardiac monitors, 12-week cardiac monitors, the same things that are used in the hospital. And then you take into account all the other equipment that's in the ambulance, you're probably adding up another, you know, \$50,000 per ambulance and equipment and supplies. And then you talk about the salaries of the paramedics and the folks that are staffing that and, you know, the fees that we're charging here. I mean, we're not even breaking even on providing the service. I think that the council should understand that. It's just a supplement to what taxpayers are already doing. And really, if you look at it this way, as it being a fee-driven or a use-driven fee, I think it helps to justify, you know what we're asking for here.

- Thank you, good explanation. All right, should we then, I'll entertain a motion to approve or adopt, okay? Moved by Alder Galvin. Is there a second?

- Second.

- Second by Alder Corpus-Dax. Any further discussion before we adopt the new ambulance rates? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Number two, consideration with possible action on the request for the 2022 new positions and reclassifications, recommendation to discuss during the individual departments 2022 budget approval. Should we glance at them to see what's coming or should we just wait to discuss them?

- Let me jump in. I just wanna let you know, we've packed this and put together. Unfortunately, all the backup is after the budget books. I'm not sure if you had a chance to see that. I just wanna let you know that it is in our packet. I don't actually have the electronic page number at the moment, but it's in there. So I will let Director Faulds discuss how he wants to handle these.

- Alder Dorff, your question, that's up to the committee, however they wanna do it.

- Right. Committee, do you wanna do a quick overview or do you wanna just wait till we get to each individual item in the budget?

- I can wait.

- I can wait. Galvin, Johnson?

- I'm okay with that.

- Okay.

- I think maybe the motion could be something like, approval of the 2022 new positions and reclassifications contingent upon approval on 2022 budget.

- I like that. Who would like to make that motion?

- So moved.

- Moved by Alder Corpus-Dax. Second by Alder Galvin. Further discussion? All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. All right. Number three. Consideration with possible action on a resolution adopting the 2022 City of Green Bay fee schedule. There is a change that I would like to make, but I will let the rest of the committee go first. And mine has to deal with the food vehicles, the food trucks. Does anyone want to talk about any of the fees other than that?

- Certainly, Alder Dorff.

- Yes, Alder Johnson.

- Thank you. So, you know, this was a while ago that I had submitted a communication on this particular topic for us to see this comprehensive list of fees. And I think Director Ellenbecker, I think when we talked about that, it was something that your department was working on at the time already so it was great. But I think this is a really good process. I mean, for us to be able to see all these fees and make this decision one time per year. The one thing, because I think this is the first time we've looked at this fee schedule in its entirety before the budget process. I can't recall if we did this last year, but in either event, there are a lot of fees that the City of Green Bay charges for that I questioned whether or not we're even using them or enforcing them. And I sure think it would be well outside of this process to really kind of do a deep dive into some of these, but also just recognizing the carrying costs and the administrative costs associated with doing some of these fees, right? When you're chasing around a \$5 dog permit fee, and it's costing you \$20 in labor to do it, why do we have it? So I just kind of wanna get the gears turning on that a little bit. It's a future discussion, nothing I'm looking to modify right now, but I do think it is a conversation that we have to have as a city.

- Alder Johnson, I just wanna step in. On August 24th, we did see all the fees and we did see all the proposed schedule, 'cause that is how we built the budget. There were the few places that there were changes. It was approved at that point so that we can move forward and put it in our budget. At that point, it was a little, some of the departments were a little segregated and not all as one. Since then, we've been able to consolidate it and put it into one nice look. And I shouldn't say I, Lindsay Mather, Assistant of the City Attorney, is the one who pulled together in the law department. But, so we did look at them once before. You're right, there are a lot of fees. There was certainly a request that two things happen. One you had put a request in for this information. And then second, hopefully I use the right word, but through the recodification of the ordinances, the goal was to obviously get all the fees out of the ordinances and put it into one fee schedule. So there was two things going on at the same time, the law department was able to make that happen. This is the first time you were seeing it right prior to a budget meeting.

- Yeah, and that's what I was referring to more specifically. I do remember us looking and approving these, I think, even at that August meeting. So, it was just a general comment, Alder Dorff. So, no action.

- All right. The one I'd like us to look at is number 10-574 and it's on page 10 of the memo, and it's the mobile food establishment license to operate fee. I'll give you a second to find that. 10-574.

- Okay, ready? What?

- I'll second your motion.

- I can't make it yet. But, pretty quick I will. So I looked at, there's actually four places to look here, that whole area, there's four different license fees. And I did speak with the city clerk and I did ask her if \$50 would cover the cost, our administrative cost rather than \$100. And she said, yes. So I really like that it's gone and I know Alder Johnson does too, that it's gone from 500 to 100, if it's not in connection with a city-based business. But even further, even if it is, it's gone, it went to 100 and then the renewal fee is 100. I would like to move that all four of those be changed to \$50.

- Second.

- It was seconded by Alder Johnson. So discussion. Anybody, except Alder Galvin, I can see you.

- Okay, and my question is out of all the fees, why this one are we lowering it?

- Okay, I had brought this forward a while ago too because my neighborhood associations had wanted to have food trucks for some of the neighborhood celebrations that they had. And some of the food trucks, I mean, it was just not possible for them, they would lose money if they had to pay the \$500 to come in and do a food truck for the neighborhood association. So that's kind of when it was brought to my attention. And then Alder Johnson had talked about this as well. And we talked together and I think I'm just trying to serve the desires of the city, whether it's needs or not, the desires, because what we're getting now is probably nothing, because many food trucks are not gonna come into the city if they have to pay \$500, they're not. And it doesn't cost that much for us to administer this. So that's why I in particular was focused on the food trucks. Recently, it's also become kind of a topic on Facebook, but this was long before that, I think it was last May or June that I was looking to see if these could be lowered.

- Alder Dorff, if I may add.

- Yes.

- Thank you. So, you know, essentially I completely agree with everything that Alder Dorff has said. What I noticed both in my role as the clerk and in my previous role as the chief of staff, is that we have compliance issues. So I currently went into our list. We have seven licenses, five are food trucks, what we would consider, I think what most people think of when you talk about a mobile food establishment that's serving like, you know, tacos or soup or whatever out of a truck. Then we have two ice cream carts. So that is a total for 2022, the 21/22 license year of \$3,500 that we have received. And when I look on the food truck coalition website, and I had really excellent conversations with them a couple of years ago, before the plague, there are 12 food trucks that are in that, on that coalition website. And so what we're really looking for here especially in the clerk's office is compliance. Because we would love to have a list of however many food trucks are in our community who actually have licenses. And let me just reiterate, the purpose of the license it is not a health department license, the health department still does that, this is a license to be on the street. And so what we do in the clerk's office is we essentially look at all of the information that they've already provided to the county, the health department. The police department also has a role in approving the food truck license and it's good for a year. I do believe that the \$500 fee was meant to be somewhat keeping food trucks at arms length in the city. And right now I think we should move instead from that philosophical stance to one of, we want food trucks and we want them to be compliant. So yeah, thank you Alder.

- Thank you. And in addition, every single municipality that they are in or village, also charges a license fee. So if they serve in Green Bay, there's that. And then there's the De Pere, and then there's Ashwaubenon, and then there's Howard. So there's license fees for every single, in addition to the county health department license fee, lots of license fees for the food trucks. And they really don't have that much of a profit margin. So, that is why.

- Alder Dorff.

- Yes, Alder Johnson.

- Thank you. And I support the motion. This is, you know, I had submitted the communication a while ago about modernizing our food truck ordinance and that was referred to staff. And I do still think we need to work on that. We need to streamline the process. And I don't wanna get too far into the weeds with that. It's really about, is this an appropriate fee for what we need to achieve? Right now, we're pushing a piece of paper, that's it. We're not doing the inspection. We're not doing anything. We're pushing a piece of paper for 50 bucks. And to Clerk Jeffreys' point about, you know, why were these fees created? Well look, I think it's pretty apparent, \$500 if you don't have a brick and mortar, \$300 if you do. It was an attempt to create some parity, right? You're not paying property taxes so we want you to pay something. And then of course, I think what we've seen over the last several years is sort of that approach has led to fewer participants and that's just a quality of life discussion. So I think bringing this fee down to be more in alignment with what our actual costs are, creating opportunities for these facilities to operate in our community, I think that's a win for our residents, I support it.

- Any other discussion? Oh, Alder Lefebvre and then Alder Galvin for a second time. And then, oh, you know what, Alder Steuer. Then Alder Galvin. Alder Lefebvre.

- Yes, I agree with everything that's said. I think that 50 more than covers our costs. And it's a simple thing that we have. And I think food, 'cause we used to have them down by the library and I noticed that's gone. So I think this is, yeah, they're kind of a nice thing to have in our city. And I don't think they're really taking away from the restaurants. Hopefully, I think the way we had set up our ordinance, it would, you know, control that. But I think this is a good idea to bring it down and make it reasonable and for our point. And the other one would be the health department is important. And I don't know what they charge, but that's a very important one to make sure that everything is safe. And I think if everybody follows that, then I think we'll be okay. Thank you, Alder Lefebvre. Alder Steuer.

- Thank you chair. I concur as well. We're getting to be a bigger city. We have many, many events throughout the city. People are looking for choices. You know, food trucks, like anything else, the prices are going up for a lot of equipment and food and such. They're dealing with that as well. So anything we can do to help them continue on, I think, the \$50 will be fine. So like I said, we're a big city. We have a lot of festivals, different things going on, neighborhood association meetings, like you said, Alder Dorff. So, I think it's important. So, I concur as well, thank you.

- And Alder Galvin.

- When we have things like Ignite Downtown, the 4th of July, food trucks show up. Is anyone making sure they've paid the fees, that they're licensed to operate in the City of Green Bay? I mean, like Alder Johnson said, we're charging 50 bucks. We're not putting 50 bucks in the effort to make sure that the trucks that are around are properly licensed with the health department or anything. When you see how many are around and operating in town, it's obvious from what Clerk Jeffreys has said that there's many of them probably haven't paid their fee. And I understand that we're trying to encourage more businesses in Green Bay and the atmosphere that this brings, but there's some balance side to some of this too. There's cleanup, you know, there's maintenance and things that have

to occur around these sites. And so going forward with whatever fee we end up with, is there anything in place to make sure that someone's checking on food trucks or anything else that we charge fees for to make sure that not only are they paying the fee but are they being compliant with the rules that go with it?

- Clerk Jeffreys, do you wanna speak to that?

- [Jeffreys] Yes, thank you Alder Dorff and Alder Galvin. You know, this is a conversation that we had had with the police department a few years ago. And one thing that the law department did recently was to eliminate the 150 foot restriction from restaurants. So that, essentially when we went to talk to the police department, the police really did not have a good handle on how we could enforce the food trucks, like where they were even supposed to be. So I mean, I think that Alder, this is something that we continue to work on. As I said, the law department updated the ordinance to make it a little more easily enforced. And, you know, enforcement of our licenses is always an issue. I think clear display is important. I think understanding the rules for all concerned are important as long as rules are clear and concise and easily communicated. So I think that's something that we continue to work on. And, you know, if you'd like an update in, I would say six months or so, especially after this kind of gets going and we can have some more food trucks comply and have additional conversations with the police department, I'd be happy to do that.

- Alder Lefebvre, my timer has gone off. But I just wanna quickly say, a few food trucks that I have seen around, I haven't seen garbage laying around. I think they patrol themselves. And I think it's been good, thank you.

- Get your bread, whatever. All right. Okay. So, any other discussion. Alder Galvin, did your question get answered?

- Yes.

- Okay. Any other discussion on this? I guess a more proper motion would be to move to a mandate. The fee schedule for 10-574 to \$50 for each of the four categories. And then Brian, Alder Johnson, just a second there, okay.

- Alder.

- Yes.

- I'm sorry, I just had a quick question about what Alder Galvin said. Bolted trucks have to have some kind of sticker in there that would be easily detected to see that they've paid their fee. I always thought that was something that you can just walk by and see if they're compliant or not. Or am I missing something here?

- I think what you're missing is who's gonna go out and check that.

- Yeah, so that's money too.

- And you wanna ask any police officer out there, I bet they don't know anything about the licensing of food trucks and I don't know who else would do it.

- All right. Well, just a shot there.
- We'll solve that one later. Right now we're amending the schedule.
- All right.
- So, the first part would be to amend it. So all those in favor, say aye,
- [Alders] Aye.
- And Alder Corpus-Dax, I think said aye, but she's muted.
- Yap.
- Okay, motion carries. Now I need a motion to adopt a fee schedule.
- So moved.
- As amended, okay. Moved by Alder Galvin. Seconded by Alder Corpus-Dax. All those in favor, say aye.
- [Alders] Aye.
- I should have asked, is there further discussion? No okay, seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Okay, so the fee schedule has been adopted. Number four, consideration with possible action on resolution adopting the city's plan for expenditure of funds received pursuant to the American Rescue Plan Act of 2021. And I'd like, Mayor Genrich, to maybe give some comments about this item. Mayor Genrich.
- Yes.
- There he is, okay.
- Alder Dorff, thanks for having me. Yeah, I'll just give some high level comments and invite, and Director Ellenbecker to chime in as well, as well as my other city staff who have any input to offer. But I think as the committee knows, as alders know, we did engage in a pretty robust public input process. Having a survey available on the city's website and distributed through a variety of means. Over 700 responses were received as a result of that. I also had a couple of town hall discussions on both the budget and ARPA. So, you know, partially as a result of that, partially as the result of input here internally, we wanted to offer a high level framework so that we could move forward. It's something that's required by the federal government and by our SOGs which were approved by council with respect to ARPA. So taking all that into account and wanted to offer this framework for the committee and for council to consider, you know, one of the, probably most common responses we received in the survey was related to infrastructure. As we all know, I think at this point, those

are not explicitly allowable expenses. However, there's a big caveat with the revenue loss calculation that is also involved in the federal guidance. And so, roughly that revenue loss calculation is in the neighborhood of \$10 million, which is why we put that number in there recognizing that we are able to use that amount to supplement our capital improvement plan and also direct those resources to organizational priorities and things that could enhance the efficiency and potentially bring down costs for our organization. Then, you know, the next one on the list is \$6 million related to affordable housing and small business support. You know, I think everybody understands that affordable housing and really high quality housing at all income levels is a huge need in the community. And also recognizing the fact that certain small businesses, particularly in the service industry have been hampered by COVID-19 and the, you know, economic impacts of the pandemic. We wanted to put in a healthy number there as well. Next is \$3 million for storm water/green infrastructure. You know what I would love to see happen here and the discussion that is ongoing with Melissa Schmitz, and Matt Heckenlaible and Steve Grenier and others would be the, you know, the creation of some micro grant programs available to both businesses and residents so that they might be able to adopt some green infrastructure strategies to help out our storm water and prevent flooding in neighborhoods. Potentially, you know, room for some larger scale storm water costs. But I think as we all understand those large scale projects are awfully costly, and so we could probably do a fair amount on the residential and business side with some smaller grant programs or loan programs. Next is crime prevention and neighborhood enhancement. Another thing that was noted frequently in the survey, and I think just, you know, around town interactions with residents, we all understand the importance of doing whatever we can to make our neighborhoods safer. Chief Davis has had a lot of conversations internally with Commander Warych and with some national experts in this area. And I think could put these funds to good use. And then finally, one big allowable area of spending under federal law is, you know, things related to tourism. And so, you know, I feel like this would be a good way to support tourism related activities, particularly things related to arts and culture in the community that could benefit from a little bit of a boost. So that's, you know, the high level overarching framework that, you know, that obviously does not amount to 23.7, we left a little bit of wiggle room as well in there. But wanting to bring this forward both for discussion, and as I said for, you know, for input from council. And the final point that I will make, you know, these are just, you know, large buckets of categories that we have here and what we're really gonna be relying on is, you know, department staff and department heads bringing forward recommendations, responding to input from council and ultimately getting approval for the specific, you know, programs and areas of spending within these categories.

- And Mayor, is there gonna be like a separate meeting or conversation that'll take place around that or will you bring things like to counsel as they come up?

- Yeah, I think it will be a series of discussions. I don't know that we'll necessarily want to wait for all of those programs to be prepared in order to bring those forward. 'Cause it's a large chunk of money and, you know, sort of a complicated area of policy-making. And so I think we'll be bringing those forward as soon as staff is ready to make recommendations. And I think, you know, obviously the first one that you're seeing is today because it's related to the city's budget.

- Are there any questions for Mayor Genrich on this? Yes, Alder Johnson.

- Whether it's Mayor Genrich or Director Ellenbecker, you know, is there a requirement that this be adopted by resolution today? And once this is adopted by resolution, does this obligate us to maintain

those buckets or can those amounts be changed if projects come forward that necessitate that conversation?

- Yeah I mean, I would just say there's no requirement necessarily that we approve the overarching framework today, but there's also flexibility there, that nothing, you know, that we approve today, if it is approved today or, you know, by council next week, none of that is set in stone. We can certainly modify it down the line.

- Okay, and the reason I'm asking is, I mean, to be perfectly honest as I'm looking at this, I feel like I'm kind of being asked to make an uninformed decision. And what I mean by that is certainly, I mean, you guys have seen the surveys, you've received a lot of that feedback. You know, there's really no supporting documentation to help me understand if these buckets are right or appropriate. You know, I've got some ideas of projects, I'm sure individual alders do. And that's why I wonder if there's no sense of urgency, you know, to adopt this. If maybe holding it so that we have a little bit of time to evaluate, not holding it indefinitely, right? Holding it to maybe the next finance meeting so that we can really kind of assess some of the projects that we'd like to see, but also maybe better understanding mayor, from you and your administration, kinda how you came up with these amounts for each bucket. I'm sure, you know, you've got some supporting information that will help us better understand, you know, what's driving those numbers.

- Yeah, absolutely. You know, I don't think there's necessarily a real issue there. I certainly need to approve that 700,000, but that's a separate item. So related to the budget, we would obviously need to act on that. But in terms of the framework as a whole, you know, we could certainly wait on that a little bit and definitely provide the information that's been gathered from those survey results to alders who'd like to take a look at that.

- Yeah, and part of that too, I think is even just, I'll just take the first one, right? 10 million for capital needs. I'm sure the administration has some thoughts around what are some major investments that we need to make that would be qualifying expenditures under that? You know, so maybe helping us again, understand what's comprising each of these numbers rather than just looking at a bucket. I think it would help us understand, you know, kind of like, okay, these are some of the things we're looking to achieve and, you know, again, the respective bucket that would help fund that.

- Yeah, and that's certainly no problem from my end. Like I said though, I think we do want to at some point approve sort of a general framework relatively soon and then we'll, you know, bring those more detailed problematic items through when they're ready 'cause I just wouldn't want, you know, to hold up us moving forward with some of these programs.

- Yeah, I totally agree. And that's why I'm saying like, I'd be more comfortable, you know, holding maybe for the next finance meeting, just so that we could have a little bit more robust conversation around what's comprising some of the buckets so.

- Sounds good.

- Alder Brunette.

- Yeah thank you, Chairperson Dorff. And thank you mayor for that explanation. I know Alderman Wery cannot attend but I don't speak for him, but one thing he had asked for was a list of the

responses. 'Cause I know we have, you know, the four or five different categories, certain percentage in each category, but I'd like to see those comments too just for my understanding of what the people in the community, when they could add comments, what they were saying exactly. And I think it's inevitable now that the funds are there and the public is aware of the funds that council members will be approached, 'cause I've been approached by several people and organizations specifically requesting that other funds be allocated for their certain area, whether it be economic development, neighborhood groups. And so just a little criteria because I wanna keep everything above board when good ideas come to me, I want to be able to channel those to the proper places so that it removes all, from my perspective, all influence that I have in the process that all projects are considered. So it'd be good to know what those comments were when presented to the public because things like neighborhood enhancement, that can mean a lot of different things. Does that money go to neighborhood associations for grants? Does it go to improving the neighborhood park? Is it adding positions, inspection? There are a lot of things. So I just, it would be very helpful to have that information and it seems like the mayor is very open to that. But I think sharing that to the council would be great for us to have. Thank you, that's all.

- Yeah, that's no problem. And I think we could certainly attach those survey results maybe to the next meeting of the finance committee.

- Thank you, mayor.

- So if there's no further comments since we have 324 pages left, I think maybe I could entertain a motion to hold this until the November 30th finance committee meeting. Does anyone wanna make that motion?

- Move to hold.

- Move to hold by Alder Johnson, second by Corpus-Dax. Further discussion? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries, we will hold that. Now, the next item number five, for consideration and possible action to approve the use of a portion of the American Rescue Plan act loss revenue calculation to fund one time building repairs, new equipment or repairs in the 2022 budget. Staff, would anyone like to speak to this?

- I can start that. As the mayor was just saying, the reason why we put that resolution in front of you, which didn't have to be acted on right now, it's just kind of showing the framework. And within that first item, the \$10 million lost revenue, there was a calculation that came out from the federal government that allowed us to edit entity wide, put in all the numbers and see how much revenue we potentially lost last year. And again, entity wide because of ARPA, I'm sorry, because of COVID. And so that amounted to about \$10 million. We have the calculation, we can share that with you. And that's how the \$10 million kind of got, is just a allocation bucket and that allows you to use it for many options. And one of them is to help with repairs, infrastructure, those types of things. And in this case, we are asking to use a portion of what would be that larger allocation of lost revenue in our 2022 budget. Mayor has mentioned 700,000. At one point, it ended up getting modified to 655,000. Right now it's what's in this budget because I ended up making it about 1% mill rate increase.

So within our budget right now we have identified items that could potentially be covered by ARPA funds that would be eligible expenses that are in our budget. We would leave them in our budget but we would use ARPA funds to cover them, which would decrease the amount of levy that we would have to use of about \$655,000.

- Okay, thank you. Perhaps would someone share the screen so we can just have everyone see what the use is. I think that would be good for transparency.

- [Ellenbecker] Thank you, Pam.

- Okay, so looking at that.

- [Ellenbecker] So these were just recommended and proposed items that are already in our budget. In most cases, again, they're one-time items. So, you know, again, I'm a finance director. I don't typically like to use one-time money in a budget. So that's something that we've talked about, that before we try to get all the one-time items out of our budget, that these are items that have been put in our budget that really are one-time expenses, not an ongoing operational item. And so we were able to list them out toward the bottom, it gets again, some proposed items. But if there's some kind of one-time building repair or one-time building or equipment repair that we'll know. Once it's repaired, it'll reduce costs in the future. So these are one time things that are gonna either not occur again or to actually save us money on our future operating budgets.

- Thank you. And I think that is a wise way to look at it. We've gotten into some trouble in the past using one-time funds to balance the budget and then needing to raise the mill rate because we got so far in the hole. Any questions, concerns, discussion on this item? Seeing none.

- Alder Dorff.

- Okay, Alder Johnson.

- Really more of just a, you know, a legal question around this, simply because I wanna ensure that we're in compliance if we do support this. And it was my understanding that the ARPA funds couldn't be used to reduce your property taxes. And in essence, by taking levy supported expenses here and replacing them with an ARPA investment one-time, isn't that what it's doing?

- [Ellenbecker] We could have done it two ways. These are items that were already in the budget that are considered one-time items, that either we could have pulled them out of the budget and then agreed or try to agree that we would use ARPA money. And so if it's not in the operating budget, 'cause it was one-time, we're not pulling ongoing operating items onto our budget, moving them into the other fund and covering with ARPA, that would've been one way of doing it. We decided to leave them in as that's how the department heads had put it in originally and it would not reduce our expenditure restraint program. It left the expenses in and we're just looking to bring in money from the ARPA. But you are correct Alder Johnson, you cannot reduce it to do a direct reduction in your levy. You cannot pay off debt. You cannot put money in a fund balance or a rainy day fund with ARPA funds. But these are one-time capital expenditures and that is a very eligible expense in what they call this loss revenue calculation and that's where the \$10 million calculation came in that allocation, that bucket. Whether or not we decide to use the million or not, that is a law, all equipment and repairs, infrastructure repairs.

- Okay. You know, and I seem to recall, I wasn't around at the time. But when we had the excess sales tax, I remember, you know, talking with a lot of people mentioning, gosh, we used a million dollars, I think at the time, you know, so that we didn't have to raise taxes. And just, how much lamenting or regret I guess there was over that action, you know, versus really making an impact with those dollars. And generally speaking with the ARPA funds and what I'm obviously, why I was supportive of the hold in the last item is, I personally would love for us to just find a way to truly do some impactful projects. You know, things that have maybe required attention, the city just simply cannot do rather than paying for one-time small investments that, you know, I think we gotta support through the budget. So, it's just kind of a general thought process that I'm walking through here. I think when you get that level of allocation, that funding allocation, I mean, you can identify maybe three priority areas where it's like, you know what? We can sprinkle a little bit of pixie dust everywhere and make everybody happy, or we can say these are our three priorities in the City of Green Bay and we're going to really make an impact and move those things forward. And I think I'd just rather prefer the latter, really just a philosophical difference on that end. But if we hypothetically, if we said, "No, we're not gonna support ARPA funds for these." Would these be things, expenses that we would still need to take care of in this year's budget? Or are they things that we would delay or maybe wouldn't do at all?

- [Ellenbecker] I'll start answering that question and then I can let the department heads jump in. These are all items that the department heads had requested. So there'd be two that would probably be discussed and once we get to each one of those departments, whether or not, first one is printing, whether or not they need the new laminating machine. Could it be delayed? Could we try to put it on a list for ARPA? Same thing for police. Do they need these new computers or new model engines? I guess that would be for each department head to have to explain. But these were presented by the department heads as things that they were looking for in the 2022 year.

- And Alder Johnson, I just wanna clarify, this is just 655,000. This is not the 23 million that we'll be talking about in the future with the big projects. This is a fairly small amount, even though it's kind of big, it's a fairly small amount of the 23 million that we have.

- Half a million dollars doesn't seem small to me.

- Well Alder Johnson, I'm comparing it to 23 million. So, these were things that we can do with the money that can help us keep the mill rate down. In my mind, that's very important too, keeping that mill rate down and not digging a hole. So, that's why I would support this. I would hate to go to all the department chairs now for each item, unless that's the wishes of the entire committee here, because we're going to be going through this when we go through the budget. But Alder Johnson, what are your wishes?

- I think there were others that wanted to speak.

- Okay, Alder Galvin.

- Thank you. It's my understanding, as I recall from some past budgets and from talking to some city employees, a lot of things in this list here of just under \$700,000 are all items that the departments have been wanting to replace for quite some time, but because of budget constraints, they've been putting it off. Repairs or replacements of equipment that is really beyond its lifetime and we've been

holding together with spit glue and a couple of rubber bands. And we're just a break down away from having a major problem with a lot of these requests here. And that's been my understanding. So is it a good use to avoid having to bond for these issues and then put that on the taxpayers along with having to pay interest on the bond for some of these items? You know, is this a better one-time use to get these things out of the way so we don't have to worry about it in the future?

- Good points, Alder Johnson. I can't see the rest of the screen. So if anyone else wants to speak up, please speak up and let me know you wanna talk.

- [Gerlach] So at first I thought what I heard you say was that these items were in the budget, but they've now been pulled out to be, they will stay in the budget but they will be paid for by ARPA funds. But for example, I'm looking in the police section and I don't see the FRED computers. So did I misunderstand. These are additional things that were not in this budget book that I'm looking at and they have now been cited as things that they would like to add?

- [Ellenbecker] They are currently in the 2022 budget. So let's say the FRED computers, you would have to find the account number 101300 55140. So that's included in a large amount of equipment replacement, that's our equipment replacement line item. So if you went to that line item, it is much bigger than the 44,000 that you're seeing. Within that list, these were some identified one-time items. There's other items in there that they're looking for, normal equipment repairs, equipment replacements, but those are ongoing normal operational equipment replacements. These are ones that we were able to identify as one-time, again, kind of to Alder Johnson's point, just to make sure that we are, you know, making sure that these are all eligible expenses to use toward ARPA funds, that these are one-time, not a normal, not an annual, kind of equipment replacement type of item.

- [Gerlach] Okay so, even though I can't actually see that FRED computers thing, you showed me where it is, it's pulled out of that larger item. So I just wanna make sure I understand. You're saying that all of these things on this page were in the budget book that I've already looked through. I might not be able to find them all, but they've been identified as one-time things that can be paid for by ARPA funds, and we'd like to do it that way instead.

- [Ellenbecker] Correct. They are in the budget, stayed in the budget. And what we did is instead of using tax levy, we basically brought in \$655,000 of this ARPA money if approved by council, to help pay for these items. And we were able to list some specific items for you.

- [Gerlach] Okay.

- So that will look like revenue then. And that's why we can keep the expenditure restraint, is that what we're talking about? That's a very good way to do that. It helps us in our future budget so, good thinking.

- [Ellenbecker] Just for your reference, if you wanted to look at the paper copy, page 185, Pam might know the exact electronic page, but page 185 of our paper book, third line down. Pam knows it's the beginning of our revenues yet, she's getting there. Third line down.

- I see it.

- It is called a federal grant because this is a federal grant, the ARPA is a federal grant. We show right now, \$655,000 coming in from the federal grant. So that is how you're seeing it, instead of pulling all these items out and then potentially have them paid for by maybe in the future discussions for ARPA or replace them. These have been requested right now and we are looking to use federal dollars to cover them.

- [Gerlach] Okay, thank you. I understand.

- Yes, Alder Galvin.

- And just to comment, I do agree with Alder Johnson, his comments that he made about having, you know, possibly identifying two, three, four major projects that we would have a long and lasting impact with use of these funds. And I will say one of my biggest regrets after six years as an alder is the time I voted for the budget in which we used a million dollars to offset raising the levy. It was a mistake at that time. I regret it and I own it. And I hopefully will never make a decision like that again in the future. Thank you.

- Okay, what are your wishes?

- Alder Dorff.

- Yes, Alder Steuer.

- [Steuer] Thank you chair. I suppose this might be difficult. But looking at the 655,000, you know, you're talking about if we don't care of this stuff, the costs will be much bigger and greater moving into the future. Is there anyway, can anybody help me with thoughts on what something like this might cost us if we don't handle it at this time? It might be speculation. You know, I know it's difficult to maybe do some of that, but you know, we're talking about 655,000 here and it sounds like it's very acute for some of the departments. But if it's not taken care of, what might the cost be to the city, either raising taxes or levy, et cetera? Anybody that can be able to help me on that?

- I think Diana already said it was gonna be a 1%, another percent.

- [Steuer] Just another percent.

- Yes, I was gonna say I can, yeah, I can let you know that I did look at it because about every 60,000 or so is about a penny on the mill rate. So the 655 equates to about 10 or 11 cents increase on the mill rate. What's proposed in front of you was a 10 cent mill rate increase. This would increase it to about 20 or 21 cents leaving, some of these items, but just not using one-time money, you would use, pay for it by the levy. So that would take it from a 1% just to up to slightly over a 2% mill rate increase in amount of 20 cents if we were to pull out the \$655,000 ARPA money and leave these items within the budget and use mill levy to pay for them.

- [Steuer] All right, that helps. Thank you.

- [Vander] Chairman Dorff.

- Yes, Alder VanderLeest.

- [Vander] I think this is a good idea to leave this being paid with the ARPA funds. We don't need another mill increase. Use this money and this is using the money wisely. Most of these items that are listed here, 248,000 for equipment repairs and replacements, we have to pay for that equipment one way or the other. If the ARPA funds are, it's just fine using the ARPA funds in all the items that are listed. You know, I'm sure that they're needed. So I support, you know, paying with the ARPA funds and not increasing the mill rate. Keep this as you got it. It's a wise choice from a business sense. Thank you.

- Thank you Alder VanderLeest. Anyone else? So I will entertain a motion on item five.

- I make a motion to approve.

- Motion approved by Alder Corpus-Dax, second by Alder Galvin. All those, any further discussion? All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay.

- [Johnson] Nay.

- Okay, please note Alder Johnson voted nay, the other three voted yes. Motion carries. All right. Now, we will be moving on to the review and approval of the mayor's recommended budget. I propose that we will take a break at three o'clock and again at five o'clock, like a very short break. But, just so that people can know that a break will be coming up, it's already, it's 2:06. So in about an hour, we'll take a short five minute break. And then if we're still going at five o'clock, we'll take another break at that point. Is that all right?

- Sounds good.

- All right. So, Mayor Genrich, would you like to start?

- Yeah, you bet. You know, I've run through a presentation a couple of times at our different town hall discussions so I'll spare you the formal presentation. And I think everybody on the call has been able to take a look at that. But just in terms of some high level comments, thanks to the committee's recent action, you know, hopefully we're gonna be able to move forward with a very modest increase in the mill rate of 1%, you know, recognizing the importance of prioritizing city needs. So there's not a lot of fluff here, although we are, you know, adding a handful of priority positions and reclassifying a few, recognizing the complexity of the organization and the need for some of our roles to evolve a little bit. So just very thankful to Director Ellenbecker and Assistant Director Manley for all the time they've devoted to this process as well as department heads and staff for putting together these numbers for you. I think we, you know, we are in a much better financial situation as a result of two budgets that have been adopted by this council previously and have gotten us to a point where things have stabilized a little bit. Thanks too of course, to the federal government for the creation of the ARPA program and fund, which has been able, which has allowed us to identify some of those one-time needs that we could defray the cost of with that \$655,000. So I'm of course, you know, happy

with this budget, asking for your support on it, but would be happy to answer any questions they have for me.

- Anyone have any questions for the mayor? And again, I can't see everyone so you might wanna speak up. Anyone have any questions for the mayor? No. Okay. Well, at this time we will move into the budget portion. For those of you who have only done this a few times, the only people that can vote on each portion are the people that are on the personnel and finance committee. But we are very anxious to hear from any of the alders that have comments and it might make next week's budget meeting go a little faster, or it might not. It'll probably be a really long meeting too. So the first item is from the council which I think is on, I have it on page 22 of the electronic copy. Page 17 of the paper copy, okay. How do we feel about, do we wanna put that up on the screen? Do we wanna look at it just ourselves? What is the wishes of the committee on this?

- I'm gonna use the paper one if that's okay. I mean, if you wanna put up on the screen for people in their homes and that who don't have access to it, obviously I think that's gonna be very beneficial for them.

- I think so too. It'll make it hard for me to call on people. So you, again, you'll have to shout out alders if you have something to say. Does that sound good, alders? Would you like this? Would you like it to be put up? Alder Johnson, Alder Corpus-Dax.

- I'm using the book.

- You're using the book. Alder Johnson says no, you don't want it put up on the screen.

- I don't need it put up.

- You don't need it, okay. We don't need it. The question that I have, do we want it put up on the screen so the public could see?

- I would say so.

- Sure.

- Director Faulds.

- I just wanted to make sure that Assistant Pam Manley, I know she has the ability to do that, it might be easy to do. I think the council may be going through this process, might notice that maybe it's difficult to get the whole, like a common council might be easy to see on the screen, but different departments that have a lot of pages might be hard to kind of scroll through. So my thought would be to really announce what the electronic pages so people can go to the website and look at the pages that are being.

- Oh, good, okay.

- That would be my suggestion because there are gonna be some big departments that scrolling through them in the Zoom screen is gonna be hard to do.

- So then, Director Ellenbecker and I will do our best to announce the page number for people out in the audience to go ahead and look at it. Yes, and you.

- Sorry, it's the committee's decision, but I.

- No, no. I think that's a great idea. Committee, is that good?

- Yes.

- Some people don't have an opinion but I will say let's go for that, then people can look at it themselves. And you're absolutely right, this one is not very many pages. All right, first one is common council. Discussion? Any questions?

- You know, we cut last year all of our professional development training. It was my hope that that was gonna be counsel setting the tone for some additional reductions. And I see that it's restored this year at \$300. I mean, what do we really get for \$300? I mean, does that even cover one counselor to go to like the league of municipalities?

- Well, it does. I mean, it has for me, it was \$50. I could have paid it myself, that was a number of years ago. But, I think it's particularly helpful if you have new alders to be able to pay just. It's not gonna cover their meals, of course transportation, anything like that, but it might cover the amount that it would cost to go to the conference.

- That's my point. Does 300 even sufficiently cover? You know, my intent last year was to say that we're going to own some of the sacrifice in the budget. But, you know, I just wanna make sure that if there are people that wanna go to trainings that, is \$300 enough to do that?

- I think Alder Johnson, I think the 300 came from, in 2020 we spent \$280 by sending some alders and paying for some registration. And so that's where the 300 came from knowing that every other year you have new alders. So that was kind of the rationale for that 300.

- Anything else on the common council motion? If not, I will entertain a motion on this portion of the budget.

- Motion to approve.

- Motion approved by Alder Galvin. Is there a second? Second by Alder Corpus-Dax. Any further discussion? All those in favor of item one, say aye.

- [Alders] Aye.

- Opposed, nay. Okay, item one can move forward. Mayor's office is on page 21 of the book. Oh no, I lost it now. I lost the budget, I lost it all.

- It will be page 61 electronic version.

- Okay, I'll get that back.

- It will start on page 61.
- Okay. I thought it would just stay up.
- [Gerlach] Alder Dorff, could I just suggest that you go ahead and do the paper and tell us the paper number and Director Ellenbecker can give the electronic number and you don't have to worry about it.
- Great. And I just figured something out. It's only under the first item that you can get to the electronic book so, okay. Yes, page number four, the mayor's office starts on page 19 and then page 21 and 22 are where the budget items are. So, any discussion on the mayor's budget? Yes, Alder Galvin.
- Just a quick question. Lines 50005, camp time paid. There was nothing budgeted in 2021. There's nothing budgeted in 2022. But if you look at the 2021 actual, there is money that was or has been put out for camp time, vacation pay, holiday pay budgeted for it but we're spending, putting money out on it.
- I'll start and then either Director Faulds or Pam Manley can step in. When we budget, we budget for all the hours, all the dollars in the regular salaries 'cause we don't know how they're going to spend it. So if you can see that, the top line in this case, we budgeted 271 but their actions are today, are only 176. But when they're taking their time, most cases that's for the hours worked. But if for some reason they took some vacation time, holiday time, personal time, sick time, we allocated by that. But when we budget, we know that someone's working 20, 80 hours and we will be paying them. Just for other recording purposes, we wanna know how they are using their time. So actions come out in those line items. But when we budget, it's 20, 80 hours, in most cases they're 19, 50 if you have about 37 and a half. It's all done right in the regular salaries line.
- That makes sense. All right, thank you.
- Move to approve.
- Approved by Alder Johnson. Is there a second?
- Second.
- Second by Alder Galvin. Further discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Administrative services. We'll be looking at, starting on page 23 and then.
- Page 70 of the electronic document.
- And then page 30 of the paper document is where the number starts.

- I will let you know that this is one of the first ones that we do have a reclassification that's involved and that starts on page, I got it written, page 252 on the electronic document. So unfortunately on the electronic document, there is some reclassification information for the document center lead position that's included in the administrative department.

- Okay, can you go over that little bit?

- Sure, I can start. So this is for our document center lead position. And the position was evaluated, you know, during our salaries starting in 2017. And I think the thought was this position was really gonna focus on printing documents, compiling them, delivering the mail to departments, things like that. And the position has evolved a little bit to where, and this might not be the right term but it's more of like a graphic design, you know, marketing materials. Where when departments are putting together information or posters or materials for the public, this position can look at it and help them create the document and make sure it's formatted the correct way so it prints out the way we want and also is just, you know, the way we wanna market the city and brand the city to the public. So that's really the, what is driving the reclassification is the marketing background, the ability to use different software programs and just the graphic design part of it.

- So the position exists in a certain form and it's just being reclassified, it's not a brand new position, right?

- Yap, so we have someone in the position right now and we are reclassifying it to a different pay grade. And I didn't write down what the fiscal impact is but that is in the memo and it's a pretty minor fiscal impact. So yes, it's a reclassification and I'll try and remember to specify when it's a new position versus a reclassification.

- Okay. Any questions? Yes, Alder Lefebvre. And you're muted Alder Lefebvre.

- Yes, thank you. I wanted to know the seasonal salary 50003. How come it went? The actual in '21 was 100,415. We went up to 297, 883. What are you looking at for the increase?

- I can tell you within the administrative services area, we also have elections. So every other year, the elections.

- Okay.

- Two elections to four elections. So, the majority of the expenses for elections all fall through the seasonal salary line. So in most cases it almost, every other year it almost doubles because it's going from four elections to two elections. Clerk Jeffreys is on the line, of course she could've helped put the budget together. So if you have any specific questions, she can also talk to that. But that is what's driving that seasonal salary line.

- Okay, I forgot about that. Okay, thank you.

- Any other questions?

- Just one, Alder Dorff.

- Yes, Alder Johnson.

- And it's specifically related to the reclassification of the position. I generally don't object to that but I oftentimes like to take that time to reflect on whether or not what we have is what we ought to have. And so, have we ever given? Bear in mind, right? There is a certain level of unawareness that a lot of us have on council about maybe how much an internal print center is producing, outsourcing that particular piece while taking the piece that we're actually using to upgrade or reclassify, which is that expertise around graphic design. Those two things just seem at odds to me. Someone who's managing a print center and someone who's doing graphic design. And, have we ever considered outsourcing the printing component, saving the money on the equipment and all that stuff, while at the same time, maybe? I mean a city and organization of our size with the many employees as we have, the fact that we don't have a marketing and communications person, it always perplexes me. Have we considered that?

- I'm just gonna jump in just 'cause it's my department and then I'll let Joe speak. This position also, about 50%, I don't know what percentage, a portion of her time she also is mailroom person. So she really splits duties. She has incoming mail. She has outgoing mail. And then between that, any large print jobs that are needed to be done for any of our departments, PPV, parks, they'll print them. And so they have faster, better equipment downstairs and it's cheaper per click charge to have them do these large print jobs downstairs. Then, on top of it, that's where this new reclass comes in, where this was, some of these tasks were being handled by somebody else. She has now taken on these tasks and using her time wisely. So she's already needs to be here for a portion of the day for the, again, for the mail, incoming, outgoing mail, other mail room items and then she doubles up for print jobs.

- Oh, sorry, Director Ellenbecker. Yeah, you described it perfectly with the mail room portion of it and the demand. And also I think just the manual labor of delivering packages and getting to the right place. Like there's a lot of work that goes into it and I think sometimes it goes unnoticed. But I think I probably oversimplified the graphic design. I think there's a lot to it with connecting your software program, that's probably another over simplification of it, but connecting like the software program with the print, like the printer itself and making sure that the print off is matching what you're trying to do. That's a big part of it too 'cause departments will design something but it won't match the equipment that we have. And she really has to configure that out and work with them to figure out the right colors and right format and things like that. And that's for envelopes, that's for posters, that's for a ton of things. So it's not just designing things, it's working with the departments and the equipment to make sure it matches up.

- Thanks for the explanations.

- Alder Johnson, one thing too, I think Director Ellenbecker talked about, that the outsourcing of it. It seems right now what we've looked at, like there's a cheaper cost keeping it in-house but that's something maybe we can explore further and, you know, take a second look at it.

- I mean, it's something you're seeing more and more companies do 'cause they recognize the carrying costs. Director Ellenbecker, I'm sure would appreciate this. When you really break down the cost accounting, you know, on certain positions, sometimes it's just, you know, the value is not there. And I'm not saying that's the case with this role. To me, it's one of those things where we always

should be evaluating that for a number of things that we do as an organization. But it just seemed like an opportune time to ask the question given that you were asking for a reclassification, so.

- Are there any other questions or comments on number three administrative services?

- Just one quick question. Line item 52001, training and travel, 60.4% increase. Is that, a majority of that because of seasonal, the election, during the elections?

- Yes, yes. I guess in some cases maybe we should have had an election kind of separate. At one point we did. And again, Chief Jeffreys can speak to this, but what happens is we have every poll worker gets an allotment for training. And so every other year the training budget goes up because all poll workers get reimbursed if they come in and do the training.

- There's something too that I noticed going through the budget book completely. You'll see training and travel has increased across the board in almost every different department. And I'm thinking it's because in 2020 we didn't do much of that because of COVID. And so now that's where I noticed a lot of the bigger percentages. The amounts of money is not high, they're not high amounts of money, but the percentages are high because it's going from what we didn't do in 2020 or 2021 to what we plan to do in 2022. So I think you'll see that as a theme as we go through this. Any other questions on the administrative services portion? I'll entertain a motion for that.

- Move to approve.

- Second.

- Move to approve by Alder Johnson. Second by Alder Corpus-Dax. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Replaced in pages 39 through 42. Do you have any reclassifications here?

- Yes we do, starting on page 257. There is some reclass in, yes.

- All right.

- Yeah, so we have two reclassifications. The first one is with our senior programmers. So back in 2017 with our salary study, we did build in a progression from the programmers to the senior programmers, but we just, we didn't complete the job description and kind of a pathway to that position. And now we have it finalized and we're bringing it forward. So, the progression is really based on the knowledge, experience and complexity of the responsibilities. And senior programmers will be responsible for working on specified technical areas and have the ability to answer technical procedures for their other team members. And we have the job description that's in the packet for both the programmers and the senior programmers. And then, you know, I put in the memo, which I think is for a couple of other reclassifications too, is that the progressions through the city, now we're looking to have more positions that have progressions, you know, at level one and two, because I really think it helps promote employee development, engagement and retention. So that's for the programmers. Now let's go to the next one is a multimedia specialist. So we're looking to

change that position to be called a software systems specialist. So the responsibility has changed quite a bit. And Director Grenier, you can jump into if you have anything to add. So the position used to really focus on helping with the website, coordinating social media, you know, taking photographs at Mayor events. So now it's really focusing, you know, I think those responsibilities are being accomplished as well but now it's looking at our software. I think helping the IT department and Director implement that on the backend. And then really, I think which is really important is educating our employees on how to use the software which is vital. So you think about CivicClerk, this position helped us with that transition. And I think also working with the vendors on the backend and then also Microsoft 365 is which we use for pretty much all of our operations right now with communications and our performance and execution of it. So, I think it's a vital position to educate our employees on how to use the software and train employees on it. So that's kind of what's driving this reclassification.

- Great, any other questions on this portion of the budget? Okay. Seeing none, I'll entertain a motion.

- Move to approve.

- Second.

- Move to approve by Alder Johnson, second by Alder Corpus-Dax. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. All right. We're going to law, page 49 in the book and page. Wait a minute, page 49.

- And electronic page 89. And you will also find a new position in the back of the electronic document on page 269. There's a new position for the law department and.

- And I can tell you about that a little bit, just so we're clear. When we have new positions and it's very similar to what we have, we have other assistant city attorneys. We don't have to send that out to our consultants to have it reviewed because we know what pay grade it's gonna be at. So that's why we don't have a review from the consultant. And, it is an added position. I think we talked about this quite a bit in the summer about, you know, the workload of the law department and the need for the position. So I'm really gonna, I'm gonna turn it over to City Attorney Chavez to explain kind of the need for the position.

- Thank you, Director Faulds. So yes, we have discussed this repeatedly about the existing workload for the department. I only anticipate that it's going to be a little bit worse after I leave. And so with that, I would strongly recommend this position be funded. The idea is that this position will be dedicated to litigation so that there would actually be somebody in the department who can handle some of the less complex litigation that we do that does not require us engaging outside counsel through civic. The benefit to that would be a couple. First it would allow us to pursue some of those small claims that we're not currently able to, so potentially be able to recoup some of that. And then also working on seeking some of the collections effort. So there is some potential for this to create revenue, though I wouldn't anticipate that it would offset the costs either. The other benefit to this position is it would free up the litigation, I'm sorry, the legislative attorney to actually focus on legislation. And it allows the department to actually shift some of the work that we currently do so

that we can have people actually focusing on things that are more in line with what each position actually focuses on.

- Any questions or comments on the law department portion? Alder Johnson.

- Attorney Chavez, when you take a step back and contemplate I guess the types of litigation that's coming through your office right now. I mean, are you seeing more complex cases that are being driven?

- We have a lot of litigation that comes through that we don't have control over being able to bring it in-house simply because it is a function of the liability. It's something that we would take liability coverage through civic. And so those are things that we would have to farm out. But there are a number of things that we do handle that we're currently having to seek outside counsel for. For example, anytime we have a receivership of properties, like any of the problem properties, if we want to pursue it either as a receivership sale where we're trying to recruit costs that benefit the city or more recently if we have, for example, some problems with some properties where there's, for example, something in a historic area where we would need to take action to preserve that property, those are all actions that we couldn't necessarily take right now. We just don't have the capacity in-house to be able to take on those litigation or litigation on those matters. The other things that we get pretty frequently are things related to like bankruptcy. A lot of questions come through about properties that have bankruptcies on them or we've got a loan through them, loan on them somehow through whether it's the grant funds through EA or whatever, where the properties have entered into bankruptcy and we're trying to preserve the city's position. And so we're trying to really, we're struggling to keep up with those types of claims. The other things that we see happening were potentially foreclosures where again, we are literally trying to protect the city's interests in matters. And then some of these affirmative litigation where, you know, for example, the opioid litigation. You know, trying to figure out what the city's role could potentially be in that, if those are things that we could handle in-house. You know, any time that any of those things come up, we're looking at what is the way to actually enter the city into these different, into these processes in a meaningful way without us, you know, kind of doing a disservice to the city. And in order to conduct litigation, you have to dedicate adequate resources and we haven't been able to. So those are all things that we've had to go external for. And even though many a times we're able to recoup attorney's fees, it still doesn't have the ultimate recovery that we receive from the city, just because it does get pricey.

- And that's what I'm getting at, right? And I appreciate that perspective and of course, you know, I think all of our attorneys are capable of doing the general practice things, you know. But in my question related to specialized litigation or even when you look at some things like development agreements, right? Which can be, you know, very real estate heavy and focused and specialized. You know, just again, with your departure, with us adding potentially another assistant city attorney, it's one of those things where I just like to hit the pause button and reflect and say, "Hey, is there a merit, perhaps in putting a law firm on retainer for a portion of that?" Where you get attorneys who specialize in certain areas that always get signed off on by a partner, you know, that could maybe lend a certain level of expertise that we just can't provide in-house because, you know, we're dealing with more, you know, general practice types of things. So are you familiar with other cities that maybe do that?

- There are a number.

- Or would you even recommend it?

- So it's a two-fold question. As far as having attorneys, external attorneys who can provide subject matter expertise, that is always a huge benefit because it is hard to be as general as to really get that deep down nitty gritty experience that a lot of people who focus on those specific thing are always gonna be able to do. But that said, what we do internally is, you know, the city attorney position is really the one that it takes on the most of the really higher liability, higher specialized field. So I do primarily all of the environmental law, I do primarily anything related to the development. And so those are really functions that I think your next city attorney is going to have to fulfill again. And it would not be possible to maintain that level of, the amount of work that this position is asked to do would not be cost effective in asking somebody to stay on retainer to do that. Their fee to do it is gonna be just too high to realistically and meaningfully do that on a regular basis. So you would need somebody in-house who's gonna be able to learn that and get the experience in it. Otherwise, it's just gonna be very, very cost prohibitive. Even taking that out of mix, and you've been saying that the city did wanna move forward with instead seeking some subject matter expertise on projects, that doesn't change the amount of work that the department actually is gonna have. So, you're still gonna have to, even if you're just getting them to sign off on some of these major projects, you still need somebody who's gonna do all the groundwork on stuff. And so it's not really gonna last as to really relieve the burden on the department. It's literally just gonna give you that subject matter expertise. So with that, I would not recommend pumping the brakes and engaging a law firm instead. I also don't think that it's gonna give you nearly as much bang for your buck as bringing somebody in-house as far as the amount of work that you're gonna be able to get done.

- Any further questions on law? If not, I'll entertain a motion

- Motion to approve.

- Move to approve by Alder Corpus-Dax. Is there a second?

- Second.

- Second by Alder Galvin. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Okay, that portion is approved. We will move on to Municipal Court, pages 54 and 55 in the book. Any comments or questions on the Municipal Court? I think we've already discussed this in finance that the amount of time went from .65 to .50 would be the net with full health benefits. And I think we had a pretty good discussion on that at finance. Any other questions at this point?

- Move to approve.

- Move to approve by Alder Corpus-Dax.

- Second.

- Second by Alder Galvin. Further discussion? Seeing none, all those in favor, say aye.

- Aye.

- Opposed, nay. Motion carries. Next is human resources, pages 62, 63 in the book.

- 102, electronic. This one, again, there are some reclassification starting on page 275.

- So I can speak to the HR manager and I think the mayor can speak to the chief of operations. So we do have in the packet, the description, the job description of the HR manager. And it talks about the additional duties. But really, I think this position reclassification is a little overdue. I think most people would agree that our departments needed an assistant director for some time and has really been doing most of the responsibilities that are outlined in the job description. So I think it just, it brings that I guess assistance to the director but also I think also the assistance and help to our other directors and other supervisors and the very complicated HR matters that we have.

- Any questions on that reclassification? If there's no questions then we won't need you to speak to it, okay. I'll entertain a motion on the human resources portion.

- Hold up.

- Motion to approve.

- I think Joe was just speaking, Director Faulds was just speaking on the human resources manager, right?

- Oh, I'm sorry.

- Yeah, that is correct.

- Yeah, okay. You were just, okay.

- Yeah, I guess I'd still like to get some perspective on the chief of operations role.

- Yap, and I'm happy to weigh in on that. And I've, you know, touched on this, I guess for several years, it's something that I identified as a citizen running for this office, an observation of the organization at that time, it really felt like the city could benefit from a chief of operations type role, working with all the department heads, setting strategic direction along with the mayor or the organization, you know, focused on internal questions when oftentimes the mayor, myself, you know, in the community and working on projects that relate externally. And, so it felt like this was the appropriate time to do it, the best way to make it happen. You know, Joe Faulds, I think has demonstrated the ability to evolve into this role given what he's been able to accomplish with some of our strategic planning initiatives that have been accomplished over the last few years. The other point that I would make is, you know, our organization is a large and complex one, you know, nearly 900 city employees, you know, over \$100 million annual budget. Cities of our size around the state of Wisconsin have positions like this, like a city administrator. Just about every community of our size, even those a bit smaller, the Racine's and Kenosha's of the world have somebody like this in this position. And so I feel like, you know, it's a minimal cost that we're adding to the organization but would reap pretty substantial benefits, not just from my perspective as an individual, but I think to the organization and to future mayors down the line.

- Any questions? Yes, Alder Johnson.

- Just one. And I just, again, I agree it's a minimal cost, that isn't necessarily the concern for me. It's just maybe trying to differentiate and understand. Usually chief of staff does those cross-departmental communications, works with department heads. Can you just maybe help me and the committee better understand how these two positions are different?

- Yeah, absolutely. And that's a fair question. And, you know, you kind of alluded to something related to this earlier on in the discussion when you were touching on the document center in terms of, you know, communications externally. That's really the way that I see the chief of staff role evolving and potentially, you know, it could be even reclassified into that type of a responsibility, in terms of communications for the organization. You know, that's really where mods focus has been on policy and on communications. And so, I think that's kind of how the two roles interrelate to one another. The other thing that I would say is, you know, chief of staff is not sort of on the same salary plane as other department heads. And I think that sometimes has an effect. So to have, you know, somebody closer to that compensation range sort of treated as on that same level is helpful and beneficial.

- Okay, thank you.

- Any other questions or comments about the human resources? If not, oh wait. I think somebody. Okay, Alder Brunette.

- Yeah, thank you Chairperson Dorff. I guess the question for the mayor, I kind of understand the reasoning better now than I did previous, but you made a comment that the role of chief of staff could potentially do external communication or communication to the public. Correct me if I'm wrong, but don't you have a position of community relations assistant which is responsible for that sort of thing?

- The community liaison certainly does some of that interaction with neighborhood associations or with residents that have, you know, questions or concerns with the city. So Matt Matousek is in that role and doing that well. But I think, you know, chief of staff is the individual that communicates to press and, you know, engages in a lot of those public relations sorts of questions. And so that's something that is currently being accomplished and, you know, Amman also runs our public relations team, which is a set of individuals across the organization. So he's in a position to coordinate communication across the city.

- All right, thank you.

- Anyone else?

- [Gerlach] Yes, may I please ask a question?

- Yes, Alder Gerlach.

- So, I don't quite understand then what, I keep feeling like Mayor Genrich, that you're saying these two kinds of chief of staff and chief of operations kind of meld together, and I wanna understand how they're different from each other.

- I think they're really complimentary more than anything else. Like I said, you know, the chief of staff, a lot of the responsibilities currently are focused on communications and, you know, are focused on policy development and working with community partners on external projects and development issues. Whereas the chief of operations will be really focused on the organization and coordinating efforts among our departments. Again, you know, the observation that I had prior to arriving in this role was that departments were a little bit too siloed off. And I think we've made some big strides in terms of getting people better coordinated and on the same page and sort of mission driven. But I think admittedly we still have a way to go on that front. And so having somebody focused on those types of questions day in day out will be really helpful.

- Okay, thank you.

- All right. Any other discussion? Seeing none, I'll entertain a motion for the human resources portion.

- Motion to approve.

- Motion to approve by Alder Corpus-Dax. I'll second it. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. We'll move on to community and economic development, pages 75 to 77 in the book.

- Electronically, 115.

- Any questions? Are there any reclassifications?

- No.

- Okay.

- Not this year.

- Not this year, okay.

- Good man, Joe. Good man, thank you.

- Any discussion?

- Perhaps just a question for Director Stechschulte. Under neighborhood association, is that different than what's later in the budget?

- Oh, I believe that's, correct me if I'm wrong, Cheryl, that's actually our neighborhood, is that our mini grant program, the \$5,000, the \$7,500?
- Yap, that used to be under.
- Here.
- We're in the war room here so I'm gonna put Cheryl on my screen, there we go.
- So that used to be under miscellaneous and it's actually moved up to our department now. And, there shows a zero. I just wanna clarify that that \$5,000 has been obligated this year. One draw has been made today. So we have spent the 5,000, even though it looks like we haven't. I asked for 7,500 because we used to get 10,000 for mini grants and we've decreased that. In '19 I believe we spent 11,000. So, for sure I know we can spend 7,500 on grants.
- Yeah, and that's why I was confused when I said later in the budget. I didn't know if it had been shifted or moved or if they were different things so.
- Good point Alder, great question.
- Okay, if there's no other questions I will entertain a motion for the community economic development portion.
- Motion to approve.
- Motion to approve by Alder Galvin. Second by Alder Corpus-Dax. Any further discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Thank you, we're onto the police department, pages 86 to 88.
- And electronically it's 126. And there are some reclassifications starting on 286. So at 126 for the book, 286 for reclasses.
- Should we talk about the reclassifications first?
- Yeah, I think commander Abel is gonna be able to speak to these on the police department's behalf.
- Commander Abel.
- Can you hear me?
- We can hear, I can hear you now.
- Director Faulds, which one do you wanna start with?
- The criminalistic specialist.

- The criminalistic specialist. Yes, several years ago filled with six specialists, which are forensic staff. Three of them that work crime scenes, shading fingerprints, fingerprint analysis, ballistic analysis, DNA processing. At that time the market rate was unknown because it was a billion civilians in that field, especially in the Midwest. Was it really happening? That has since changed as well rather is a ratification and the market rate has changed and duties that they have increased tremendously. So we believe and I think the consultant agreed that the change to salary grade will be appropriate. And then our digital forensic staff, the certifications, again, that certifications that she has along with education. And the fact that the market when we first villainized it, wasn't going to be established and the work load that she has increased tremendously over the past few years. And again with that as well.

- Any questions or comments on the reclassifications?

- So we do have one more, but if you wanna, so I'll just, I'll talk about that other request.

- I thought he was Joe, okay.

- That's okay, I forgot there was actually two, so I can jump in. So the other reclassification id from admin clerk to a public record specialist. And the main reason behind this as you can imagine, public records requests are going up. There's also the body cam footage that you have and I think the body cam footage will probably bring on different techniques or ways to redact information so I think that'll be a challenge for police department, all police departments, really. So this position will be reclassified from an admin clerk to a public record specialist so it moves up one grade, which would be a financial impact of about \$2,800. But this person will be responsible for overseeing the public records and really coordinating and reviewing and I guess, just finalizing the records that go out. This position will also still be reporting to the office and that can assist with on public records requests. And then also there's the support of the law department with these requests as well.

- Okay, we see that. Thank you. Any other questions? Yes, Alder Galvin.

- Commander Abel referenced the first two reclassification positions, that their work has greatly increased. In what way? What are they doing differently that they weren't doing last year?

- Just the complexity of the cases that we've been working, the amount of video that we've been flagging, the forensics technology is changing rapidly, just like the digital forensic staff. A cell phone a few years ago, very small, easy to download. Now we're talking terabytes of information just on one cellphone. So our forensic staff is facing that same issue of responding to more complex crimes, more complex information that they have to gather. Alder Galvin, I think there are a couple of answers to your question. On the computer forensic side, obviously these days, either video evidence or recovering digital evidence off of computers or cell phones is so much more common than it ever was before because electronic records get involved in just about every kind of case that we deal with, where in the past it would be related more to financial crimes or maybe internet pornography type cases, those kinds of things. Now everybody on earth has at least one of these and these cell phones today have become much more complex to get into, number one. And number two, to just go through the tremendous amount of data that these things hold now, they didn't use to and get the things that you're looking for. You know, if you're looking for one piece of evidence in a terabyte of data in a cell phone, that's a much more complex task. On the just straight up forensic evidence side, as Commander Abel said, that task has become a lot more complicated for a few reasons. There is

more technology now involved in that than there ever was. And for example, our ballistic analysis capability, the new united equipment that we have, that's a new task that we didn't do in the past. Now on the plus side of the ledger, we get much faster leads in shooting and shots fired cases and we're able to make much better connections with cases here and around the region. But that's just one example of the places where, you know, that work has just become more complex. You know, back in the days when it was essentially taking fingerprints and photographs at crime scenes, there's DNA evidence collection that gets done now. Obviously, we don't do our own DNA analysis, but just the kinds of forensic evidence that are available at crime scenes now are much more than they were back in the days when we started in this business.

- Do we still have, I think it was, at one time there were two sworn officers, two non-sworn officers, is that now just four non-sworn individuals in there?

- There's three in the, as you remember, I guess there were three civilians and then one in forensics.

- And are they being called out on all major crime scenes or is there a certain, you know, level that you have to reach before they get called out or are they holding crime scenes till they're working on a day shift?

- It depends on the crime scene. They're getting called out on all major crime scenes. Of course the WGV incident, they were called in a little bit early only because we were waiting for the sun to come up and it was relatively, I guess, year with no weather issues. Right now they're on a scene. The ones that we have here are at a scene right now of a crime. So we call them all the time, multiple times. They're going on as with search warrants or whether it's the digital search warrants, it's now best practice to bring that digital forensic specialist with them when doing internet crimes against children or a crime that involves peers. They have to go with just the triaging process, Same thing with the forensics staff, they kind of set the pace for how we search crime scene, because they have to do all of their work first before and go through the scene more thorough.

- Any further questions?

- No, thank you.

- Okay, I have one. Oh, is this, Alder Johnson, is this about the reclassifications or something else?

- Something else.

- Okay, mine is too. So I'll go to mine first. It's on page 88 of the book, equipment replacement, line 55140. And I am thinking that that line went up because of additional police cars, went up 75%, is that correct?

- Part of that. And then that COVID stuff.

- That has to do with a plan that we're working on to move to leases or some of the gang with our non-marked police vehicle fleet. And I've got Director who can go into more detail on that if you'd like, the staff and some COVID related.

- Right, and some of the stuff that you talked about earlier, we have the three items in there, the FRED computers, the boat lines for the Marine Unit and the plotters, and then the two boat engines that you guys had listed earlier as part of that 667,000 are also part of this. So those are the main drivers of why this went up substantially from last year.

- Thank you.

- You're welcome.

- Alder Johnson.

- Thank you, Alder Dorff. Chief Davis, I'm gonna broach two topics that seem to be discussed on a daily basis with us, which is traffic and shootings. And is there anything in this budget that's missing, meaning something that you need to bring those situations under control, otherwise as a council, I think we're gonna presume you have the resources you need and it's just a matter of deploying those resources strategically. So this is where I would say, if there's something you don't have that you need to address those two issues, please let us know now.

- Sure, and I appreciate you bringing that up. And there are resources that I need in order to address those issues better but they aren't resources that I can get from council right now unfortunately because what I'm talking about is we have, for an agency our size, a fairly large number of vacancies in our sworn staff. And I believe that the first thing I need to do in order to be responsible with public funds is fill the vacancies that I have and get the most out of those that I can. What I don't have for you this year that I intend to next year is number one, what it looks like to get as close to full staff as we can. And number two, a really clear business case with outcomes that we can expect to get with added personnel resources. In terms of equipment, we've got some things between our budget requests and our harbor requests that will help us with both of those issues. But what I really need is just to get to full staff. And unfortunately, you know, if we even added positions, all that does is add more positions that would be unfilled. As you know, it takes a year to produce a police officer. So, I have everything in this budget that I need that I can get from council, if that makes sense. Now, just the variable that we're gonna be working on solving for is the staffing issue. And we do have, you know, just unrelated directly to the budget that we could have more conversations about. Commander Warych and his team are working on a traffic safety plan so that we can focus the resources that we have in order to get them the most return on our investment for traffic safety. And then we're also working on a comprehensive gun violence reduction plan that there were some resources asked for in our ARPA request over the short-term that we think we'll get those problems. Does that answer your question, sir?

- It does. And on the topic of recruitment, you know, I know Alder Wery has publicly pitched an idea and I don't want you to necessarily respond to that 'cause I'm sure he'll bring it up at council. But is there something else that you need from us? I think about, you know, recruiter fees, you know, something like that that should be budgeted for to help get those positions filled with qualified candidates.

- We do have a line item for recruitment in our budget, and it looks to me at this point is if we have adequate resources for recruiting. I can't identify a specific business case or more resources there. I think just the challenge that we're up against is the lack of interest in sworn police positions. And so, the way I wanna try and attack that problem is more through the content of our messaging when it

comes to recruiting rather than having more of it. And so, you know, we've looked at it and we believe that we have adequate resources, at least for 2022. I think we're just, we wanna recalibrate our recruiting message to try and connect with more people.

- Thank you, Chief.

- Sure.

- Alder Galvin. And we will take a break when we're finished with the police part. I know I said three o'clock, but I think we'll finish up the police department part. Go ahead Alder Galvin.

- Sure. Chief, have you considered over-hiring if the city could find the money to when you find these individuals or like, you know, in the future, would over-hiring help with this? Like you said, it takes a year to get an officer on the road by himself. Is that something budget wise that you think is feasible?

- The short answer is yes. And what that would look like is, you know, assuming we were at full strength and we just had either, and we had anticipated vacancies, if we set aside, you know, some amount of money in a contingency fund for if we get to that situation to give us the option to over hire. Right now, so we're down nine people. We have nine vacancies. We have a couple people pretty close to the end of the hiring pipeline and I'm anticipating another four retirements in December. So that puts us right back down. And so what I can guarantee you is that I would get to the point where I would need contingency money to over hire in 2022. This may be a different discussion for 2023 when we get there, but the only time you're really gonna need, you're gonna eat into that contingency funding is if you've filled up all your vacancies, you've got anticipated vacancies within a year that you then get into that contingency money to over hire and get those people in the training pipelines. That makes sense?

- Yes, absolutely. You're down nine positions. Where are those positions coming from, the nine? I mean, are you shorting the road officers? Are you shorting some of the specialty jobs like detectives, community police administration? You know, where are the shortfalls being shown?

- No, we are short in, some in patrol, we are short four detectives in investigations, we're short in community policing, that depends on the number, probably four or five, four to five in community policing. I think we're short two in traffic. Oh no, check that, we're not short two in traffic. And then how many vacant, any vacant promoted positions? No, we are not short any in administrative positions. One issue though there that I have learned is, with the transition back to having sergeants in patrol, I have the right number of sergeants in patrol right now. We probably have more lieutenant physicians than we will need to have in the long run, but we have incumbents in those positions. And so, you know, we will gradually over time through attrition get to a point where we probably will have fewer lieutenants, but that's one of the issues preventing us from carrying vacancies of that lieutenant rank is that we're, you know, we're still in the process of making that transition back to having sergeants as frontline supervisors. When, you know, five years ago, a lieutenant was a frontline supervisor.

- All right. Okay. I'm looking at some of the numbers that you printed here that you put out. Looking at calls for service in 2020, there were 75,000 plus calls for service that comes out to about 205 a day. At the current rate you're at, depending upon when this report was done, you're looking at about 182 calls per day. Your written reports, you're averaging 36 written reports a day, that's 12 per

shift if you wanna average it out that way. And at the same time, you're looking at 10,000 traffic stops, which is to me 28 a day, which means out of the 36 plus officers on a road, we're only averaging 28 actual traffic stops a day. And I guess you've said that the staff is working on something, some kind of a plan to up that. But I mean it's, when you think about it, when you have three full-time traffic enforcement officers and you've got a minimum of 36 officers a day on the road, granted they're handling calls and everything else, but as we're seeing, they're barely each getting one written report, a piece a day on average. I'm hoping to see some improvements this coming year. And I understand, you know, you talking about you're down nine people. But again, hopefully some of these plans will work out. And the citizens that are continuously complaining to us about a lack of traffic stops and other minor issues being addressed will, there'll be an uptick in that. Thank you.

- Any other comments for the police budget? Yes, Alder Brunette.

- Yes, thank you Chairperson Dorff. Chief Davis, first of all welcome to your first City of Green Bay budget session. Hopefully it's much better than your experience in your preceding municipality. I am concerned about staffing level for police. I'm concerned with having so many officers not, you know, filling the positions. I understand it's recruiting, I understand it's a lot of things that go with recruiting, the general feel of the country in regards to police. You know, one thing that we have in Green Bay is a very supportive community when it comes to their police and police protection. But I feel that, you know, without being really creative and I wanna give you a little room here because you're an incoming police chief and you need to make sure you hire the right officers for your department. But I guess my concern is that if we go much longer with, you know, having eight to 10 positions not filled, is there going to be stress on your existing group of police officers? Now that stress I would imagine is great from time to time, especially when we're experiencing a higher increase in shootings and other sorts of crime. Can you kind of comment on that? What's the morale like? Do we gotta think more creative in regards to recruiting officers from other municipalities, perhaps other municipalities where the city residents are not as kind and professional and appreciative of policing? I know that's a kind of a roundabout way of asking the question, but can you comment on that? What would you tell the general public in regards to, are there enough officers on the street who aren't getting burnt out by being short-staffed?

- That is exactly one of the side effects of staffing shortages, is you stress out the employees that you already have and you can create almost a negative feedback loop where those people then wanna leave because it's harder to work here and less desirable to work here than it is somewhere else. And so I look at it as a matter of shifting our thinking when it comes to how we recruit and retain police officers. And Alder Galvin, I bet can relate to this. When I got hired in this business, 900 people showed up to take the test and that was just the morning shift, there was another 900 coming after lunch. These days it's not like that. And, but if you look at, just in general in policing the selection process and even things I would argue, like our complainant discipline handling processes, our personnel processes, all of the way we work with our people, they're based on that old notion that there's lots and lots of people competing for these jobs and it's the opposite now. We're competing for talent with every other police agency in the state and even around the country because we're a big enough city that our hiring pool is gonna be beyond even the borders of the state. I would argue that we're competing with all the other larger cities in the country for the highest qualified people. And so, what we will be doing over the next short-term, you know, the next year in our hiring and retention and a lot of other things, our wellness programming, the way we interact with our employees, is just shifting our mindset more towards competing for the best talent. And then once they're here, frankly, we're competing with every other agency around here for our own

employees, because if they feel like it's more attractive to work someplace else, they may leave us. And that's why it's not even just a matter of just the right recruiting message or any one thing. It's a comprehensive program that includes what employees experience is like while they're working here. And this isn't just for sworn people either, it includes professional staff.

- So Chief, I believe the number of officers you have in your department as budgeted are 187, is that correct?

- Yes, sir.

- So, I know it's gonna be an odd question, But if you had a handicap or you had to say what is the percentage chance that you'll be fully staffed at the 187, say nine months into the yeah, so say September, what are the chances that you will be having 187 officers on the job?

- To be Frank, I don't think those chances are very high. Again, only because it is so hard for us to, and it has been so hard for us to attract those really highly qualified people, because at the same time what we don't want to do is lower our standards because that can cause really big problems for us down the road. You know, certainly we're gonna make every effort that we can, but it's really hard to predict because it is a tough market out there to get people that you want to come fill these jobs.

- So from an ethics standpoint, you know, there are other municipalities and state governments, I'm thinking Utah, Florida, other Southern states that are active in recruiting or encouraging officers from across the country to come to their jurisdiction. Now, obviously just like, it's kind of an ethical dilemma for me because I don't want to say the city should do that because I wouldn't want other municipalities to do that and attract our best office officers. But, the reality is that the public expects some level of public service in regards to police, you know, protection services. And so, I just hope I'll end it with this. And you and I had a very good conversation a few weeks back. I just hope that we are thinking outside the box to recruit and to train and to get us to that 187 officers by the end of the year. 'Cause I don't know if it makes sense for us to hold those positions open as a budget item if we're not gonna fill them by the end of the year. So I'll end with that. You don't have to comment on that. I just appreciate the work you're doing and hopefully we can get those positions fully staffed. Thank you.

- Are there any other comments on the police budget?

- I'd just like to make one comment.

- Yes, Alder VanderLeest, go ahead.

- I just wanna mention that I think the Green Bay Police Department, I don't think the city council can micromanage how they hire. And I feel that we have people that are competent there and they're looking for a certain person to do the job. And I think that they have to have the, you know, let them make the decisions as far as how many they can hire. And as he stressed, that this is not just a Green Bay problem, it's a nationwide problem. And I think our new chief is gonna, you know, be well-qualified to get whatever people that he can get ahold of to fill these positions. And, I think we just have to, you know, let them lead and not try to micromanage, you know, if they hit the 187 or any numbers. If he has a different way of policing the, you know, in Green Bay as far as the department goes, I feel that, you know, he's the chief that, you know, give him the leeway and not to be

micromanaging too much on the number of people that are hired. He'll find the right people and that's how we should move forward. Thank you.

- Thank you, Alder VanderLeest. I agree. Oh wait, I'll go to Alder Galvin then Alder Brunette. Alder Galvin first.

- If, there was this one item that I've been looking for in the budget and I'm not finding it. I'm hoping it's there. But I had this, some discussion with some people involved with the boat patrol unit. And there was some concern about, I think it's a Zodiac boat needing a new bladder, if that's what it's called, that goes all the way around the boat, that was long overdue and the maintenance scheduled to be replaced. I'm just wondering if that has been included in this budget.

- Apparently we're gonna pay for that through a harbor patrol grant over a five-year period. So that is one of the things that we're addressing. The boat motors are another thing and that's in one of our harbor requests. But originally we had talked about putting that item you're talking about in our harbor request and we found alternative means it looks like to fund that.

- Very good, thank you.

- Sure.

- Any other comments on police? Alder Brunette.

- Yeah, real quick. I appreciate all of VanderLeest's comments. I just hope my comments for that are not taken, you know, out of context. I agree with what he's saying. We should allow the police chief to manage the department. I was just saying from a public perception, for safety in our neighborhoods, and you have an increase of shootings and the stress that that puts on the officers on the street, that extended amounts of time that we are not fully staffed will create even more pressure on the existing officers within the city. So, I agree with that sentiment completely, Alder VanderLeest. I just wanted to express support for the police because it is a tough job and they're policing in really tough times. And so hopefully the City of Green Bay can recruit really good officers, get them trained and get them into the police department. And police the way that Green Bay polices, not how other municipalities police. So, I just wanna make sure that Chief David, he knows that I support him and his department and in no way I would want him, micromanage what he's doing at the police station. Thank you so much.

- Yes, Alder Steuer.

- Thank you, Chair. Just a general comment. I had a good visit with Chief Davis when we were at UWA Green Bay for the budget talk. And I'm very confident that, you know, he's gonna take his staff and work the best he can with what he has at the time. He was talking about analytics and research and a number of other elements that he's gonna bring in, you know, that they're doing now to improve upon. So I'm pretty confident as far as, you know, some of his statements and what he would like to do, we definitely understand that it takes a year to a year and a half to train a police officer that can be, you know, that we can't just plug in people, willy-nilly. We have to really work at it. So, I support generally what's going on and we'll take a look at it tighter for next week as well. So, thank you.

- Thank you. I'll entertain a motion on the police department at this time.

- Motion to approve.

- Motion to approve the police department budget, is there a second? I'll second it. All those in favor, say aye.

- [Alders] Aye. Alder Johnson, I didn't get your vote, I'm sorry, I missed it. Oh, okay. You're silent, all right. So, we will now take a break. It's 3:18 and I'd like you to be back here by 3:25 and we will continue on with the budget at that point. So we'll be here a while. Let us move on to our favorite part of the budget, the fire department. I'm trying to make Chief Litton feel good.

- We do have one new position and I can just run this real quick 'cause I know we have a lot.

- Okay.

- And, you know, the fire department, you know, is becoming more reliant on IT. And so we're looking to add an IT specialist to really help maintain all the software and work on hardware and then really create ad hoc reports for the departments software systems and be a project manager for technology initiatives, and then work with the IT department on, you know, network issues as well. So the fiscal impact because it's a new position, I think is just under 89,000. And, you know, for us, we really need to take a, I guess a deeper look at our IT department in general and maybe IT services for all of our departments. So this is part of maybe looking at a public safety IT team. We haven't put a lot of thought behind that but this might be the first step. And then also just kind of centralizing IT services next year. So this is really, I think IT positions this year that are being added, is kind of just adding that capacity of IT services that we need. And then we gotta rethink how we want our IT department to look the next couple of years.

- Okay. Any specific questions on that position?

- Less of a question, Alder Dorff, maybe more of a statement and Director Faulds alluded to it. You know, something that I've observed in the city is, right, we create our own, each department creates its own mechanic shop. We create our own IDPT departments. We have to hire our own engineer because another department can't get us stuff fast enough. You know, and I've seen that progression and that's the kind of thing that creates silos in large organizations. And so if we're trying to break those silos down and I'm glad you mentioned that Director Faulds, that you're going to evaluate it next year, we really need to do that. We need to force that communication between departments. And to me when we allow, right, like an IT position to exist in every single department, that's not forcing that collaboration. So I really, really, like I'll support it right now, but I really encourage us to figure out how do IT services get centralized with the IT department?

- Okay, thank you for the observation. Alder Galvin.

- I guess I'll disagree somewhat on that. When the PD started out with computers and such, they ended up with an IT person that was technically part of the IT at city hall. And then they added on another half position so we had one and a half people there. And at that time to the PD had over half of the computers in the city with one and a half positions and city hall had four or five, it positions over there. I mean, I think they all work together and collaborate on it and a lot of it is, they're using

the same equipment. Just because two are assigned at the PD, one's assigned to the fire department. That just means they're still IT but they've become specialized in the needs of each of those departments. So I'm not sure if.

- That's not my point, Alder Galvin.

- So what was your point?

- They ought to be reporting through a strategic direction through one department that specializes in IT. And I mean this respectfully to the chief, he understands fire, right? He understands the paramedics. It's not to say that somebody can't be hyper-focused on a particular department, Because clearly to your point, there's enough computers there to probably support a position, that's why we're asking for it.

- So should we maybe go back to the numbers in the budget? Do you wanna talk about that?

- Well, I guess.

- Go ahead, Alder Galvin.

- Are you asking that all the IT people starting with city hall?

- I'll give you a call, we'll talk about it because it's not budget related.

- Okay, all right.

- How about, I will start with on page 96, it looks like overtime is going up, 5501, overtime up 38% in the projections. Help me understand that Chief Litton.

- I was prepared for that question Alder Dorff.

- I figured you would be.

- So year to date, I shouldn't say year to date, through August 31st, which we haven't compiled the numbers yet for September and October, we have had over 26,000 hours of overtime, 26000 or 1083 shifts. And you take that and divide that number by 24. And I have to move my, move your screen around here. And so, what is that due to? Well, it's due to a lot of different factors, all of which are included within the labor agreement. And, a big chunk of it has to do with family medical leave. So as you might know, in the fire department over the last eight and a half years since I've been here, we have hired 90 plus employees, new employees, so 43% of the total. And all of those are young employees and they all have families and they're all beginning families. And so we've had numerous events throughout the year where our firefighters and their families are having children and so they take 12 weeks of family medical leave off. And so that leaves, you know, 30 shifts basically that have to be filled every year. And so, you know, that starts with some of the problem. And I'm trying to check through here. We had over 1000 hours in funeral leave. The total family medical leave as of August was 6,660 of those hours.

- Before you go on, are you understaffed? Would it be cheaper to have more firefighters and get less overtime?

- I think, you know, we've, that's a good question because we actually discussed this with the mayor and with Joe, HR and other things. I think the issue with that is if we were to add staff, as you're hiring younger employees again and then you're creating this whole issue with the family medical leave and, you know, we're right now. So, and to add to the issue, let me just add this, on military leave the entire year. And we've had two other employees who've been on long-term disability all year. So that's 400 shifts right there alone, 100 shifts per person, basically. So that's 400 more shifts or about 80, almost 9,000 hours of that a total of 26,000. So, you can see how it kinda compounds itself. And so just adding more employees and then with all their benefits, their vacation, they have off, in fair labor standard act time they have to have off. And then if they have families and they take time off, I think just kind of compounds the issue. Now we used to be, you know, there's two staff modeling systems. One's an overstaff system which basically means you have enough employees on a given shift so that you have X amount of people off in a day and it doesn't affect your minimum ad. The other, and that's what we used to be 10 years, 10 or 12 years ago, that was probably the model that we were completely in. The other model is constant staffing which basically means you hire just the amount of shifts or people you need for the shifts and then you fill everything else with overtime. Well, we're not quite there. So I'd call What we're in right now would be a hybrid model, somewhere between what we used to be and what we are now. And so I don't think that the solution is hiring more staff. I think the solution is, we've got to increase our overtime. So if you look at our year to date overtime costs, we were already at over 50% spent year to date. And so I asked for a 50% increase in that number. I think it stands at 38 or 39% as submitted in the budget. So, you know, we do everything, very little of this time was due to training, very, very little, like 260 hours. So the great majority of this was due to family medical leave and other contractual obligations.

- So there's not really a solution then in our future. And we have a contract that, of course we as city council approved the contract so, you know, that's on us too but, how many years is it approved for now, , or do you know?

- Through the end of 2023.

- Okay.

- Those contract provisions have been in place forever. It's not that there was a new contract, they've been in place for 10 plus years or 20 years along the way.

- And there's plenty of reasons behind that.

- Yes. And we tracked this because I knew this was gonna be, you know, an issue coming up. And when we met with the mayor, I kind of went through it piece by piece, by piece, by piece and said, "Look, this is what it's due to. It's not like we're just willy-nilly handing out overtime. That's not the case. Everything that we're doing is due to some provision in the contract and, or a federal law."

- And you still don't think you're understaffed? I mean, you made that point so I won't question you any more on that but, okay.

- I could take the open checkbook and say, yeah, give me 10 more people. But I think that in the end next year, you know, again, it'll just compound the problem. I think that those folks, they'll have the same provisions in the contract and they'll be using, you know, that time because they're, you know, it's within the contract and the federal law applies to them. I just think it will just be the same quagmire.
- All right. That was my question on the fire department budget. Does anyone else have any concerns about the budget or department? Yes, Alder Lefebvre.
- Yes, I wanna look at the medical supplies and the oxygen medical. Are you, I mean, that's a big jump for this.
- Can you please tell us the page number?
- Okay, page 97 in the paper, and it is number 54001 and number 54042. Do you see this an anomaly or is this something that, I know with the medical supplies that might come from, some of them coming from overseas, manufacturers having problems here, the oxygen I'm a little, you know, surprised on that one. But, do you see this an anomaly or is this something that you think, 'cause everything is going up?
- Could I just ask, are you looking at the percentages or the actual amount?
- Yeah, I looked at the percentage but then I also looked at the actual amount.
- Okay, 'cause that's about \$7,000 for each one of those. Just wanted to make sure you looked at that.
- Right. That is a jump, you know, and I just wonder if that's an anomaly or something that you might be looking at in the future coming up.
- Yeah, Alder Lefebvre, that's certainly a trend that's occurring due to two factors. Number one, you already hit one of them on the head, rising costs. Everything is becoming more, there have been drug shortages throughout the country. And so as we are competing for replacing medications and things on the ambulance that get used on the calls, we're competing with everybody else including the hospitals around the country and so those costs have gone up. And then the second factor is we're running more calls. So there's more emergencies. We are running, just from five years ago to today, we're up about 15% over that five-year period in running ambulance calls. So that trend is continuing. I don't see that it's going to level off anytime soon. We had a slight drop last year due to COVID. Everybody was staying home. We didn't have as many car accidents. We didn't have as many medical calls. We actually transported less people because of the protocol with COVID. We were just telling them to stay home unless they were in dire straits. In which case, of course we took them to the hospital, but that was an anomaly and I don't see that trend continuing at all.
- Okay, thank you.
- Alder Steuer.

- Thank you, Chair. Chief, this is more of a general observation that I've had for some time and I kind of allude to what Alder Johnson brought up before a little bit about, you know, interdepartmental type of things. I guess one of the things I'm looking at and I understand that you lost a mechanic at the garage. And I guess one of the things I'm looking at is, first of all, has there been a cost benefit analysis done at the fire department talking about doing work in-house, you know, in your own shop versus jobbing things out and what the cost differential differentials might be on something like that? You know, that's one thing I'd like to talk to you about and if you could answer that, that would be helpful.

- Internally I think we're paying our guys roughly, and I don't want to quote this, maybe Director Faulds can help me, but I think the mechanics position pays roughly \$25 an hour, \$28 an hour, somewhere in that area, Director Faulds you can help me. Following that out to red's diesel supply or fire apparatus equipment manufacturers, they earn about \$135 an hour. Plus the time of travel, taking it over there, dropping it off, waiting in line with everybody else that's using those services. So from a cost benefit analysis, having our own emergency certified vehicle technicians, which are different from just regular mechanics at the public workshop, our guys have to undergo about 260 additional hours of training in ambulance electrical systems, hydraulics, pump operations. There's like six categories, but they are specifically trained to work on ambulances and fire apparatus.

- No, I understand some of that. I think I'm just looking at, you know, problems where you might not have enough people in-house where you can't do all of that work and keep it, you know, keep the costs down somewhat for the city. I'm just concerned that you know, that there might be a number of jobs that are being jobbed out that will cost the city much more. And I don't know if it was reflected in the budget and I could look at some of the line items here, but that's more of a general comment right now. And I'm just wondering if this is a concern that you have and is this something that we can kind of reign in a little bit, like Alder Johnson has said too in the past, you know, I was looking at things where, you know, some of the garages might be able to combine and I realize that you each have your own special expertise, so to speak. But there are some projects or some jobs that all the garages would use at the same time. So I just don't know if that's something that you and the other departments have looked at or if you feel that what you have is definitely sufficient enough.

- Sorry, I think we've probably addressed this four or five or six times in my eight plus years here. I think other than routine oil changes on staff vehicles, things of that nature, could we have a line? And I mean, we don't, so public works the right though. So they've got an east and a west garage and they do specific things in each one of those garages. They are full up, like they don't have space or capacity for me to move all of our specialized equipment to a public works garage, closed down our shop and combine with them. We're just not, there's no physical space, but if you're talking about building a new garage for us where it's one big, huge unit, I'm all in. I'm happy to get in on that train. But you know, things like routine oil changes and things of that nature, could we have one line maybe in one of the buildings? Sure, I mean, an oil change is an oil change on a staff car. As far as the farming out of work, there are certain things like engine overhauls, you get into some of those heavy lifting issues, which is beyond the EVT's or our emergency vehicle technicians capabilities. We still have to farm that out, that's not going to change. I don't think there's, I don't know if public works has the ability to rebuild engines. There's some times where we have to rebuild the entire pump on an apparatus. We're a teller is, or a fan on an impeller is broken and the pumps have to be taken out and the transmissions dropped and all of those kinds of things. Some of those things, just depending on how many other issues we have going on with routine maintenance and, or emergency breakdowns, there is just no avoiding sending it out. Sometimes it's just.

- And I realize that we've gone with, you know, we have Alloway and Bellevue on, you know, with us as well. And I keep thinking of, you know, government said they have combined departments or offices or communities for efficiency. So I'm just looking at financial efficiency here, that's all. So as time goes on, I'll keep looking at it. And if I have specific questions, I'll definitely let you know. So, thank you.

- Any other comments? Yes.

- I just want this for the committee to consider. And Chief Litton brought through item number one, which was consideration and we approved new ambulance rates. He also stated that he would be comfortable, I guess I'd let to chief talk comfortable that we could increase our revenue in the 2022 budget. A slight increase in expenses also could increase it with these new rates. So I just would, I would like the committee just to discuss that.

- Okay, how much do you think we should add to revenues, Chief Litton?

- Yeah, I was just gonna wait till you got the revenues but I'm happy to address it right now.

- Oh, okay.

- I'd put in a \$200,000 increase before I got these rates and before I knew what it was 'cause I was fairly comfortable with that. I'm comfortable with raising them up another 100,000, maybe 150, again, trying to be conservative because it's better to under promise and then perform anytime you can. So if the committee feels like you wanna add, you know, 150,000 more dollars into our animals revenue line, when you get to that, we'd be perfectly comfortable with that. I also wanted to address real quick, while we were going through the other departments, the question that Alder Johnson raised about the inability to pay, we did email and Pam emailed our provider LifeQuest and year to date this year we've run 9,131 ambulance calls. We've had 11 requests for hardship. Of those 11 requests, three were fully re-voided, three were partially voided, in other words, their income didn't merit, they do it based on poverty levels as a formula, use a natural federal formula. Two were denied and three more are in process. So if you look at it from that perspective, it's less than 1/1000th of a percent.

- Thank you for getting that information, I appreciate it. Okay, so we'll take that up under the revenue portion and then we'll make that amendment.

- Yap, and then to go along with that, yes we have increased revenue, we also had a slight increase in contractual expenses. And I would think this would be the time to add, you know, four to \$5,000 to the contractual line, right? I guess.

- Yeah, whatever we add to the revenues, we have to add 4.5% into the contractual line. So if it's a \$1000,000, that would be 4,500. If you add 150 to the revenue, it's 4,500 half of that, that's 2250, so \$6,750, yeah.

- So would you like a motion right now to add the contractual, to amend the budget? Okay, who would like to make the motion to amend the budget to add in, what is it? \$6,750, is that what you said?

- That's the math in my head.
- It's the math in my head too.
- So moved.
- So moved by Alder Galvin.
- Second.
- Second by Alder Corpus-Dax. Any further discussion on that line item? No, okay. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. We will amend the budget that way. Any other comments on the fire budget? I'll entertain a motion to approve the fire department budget as amended.
- So moved.
- So moved by Alder Galvin and second by Alder Corpus-Dax. Further discussions? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. All right. We are halfway through, hurray! And let's have Steve Grenier.
- I just wanna make a comment right before. So I'll be moving over to just phone in about 10, 15 minutes, so.
- Okay, thank you.
- I'll be off video.
- All right. Okay, so department of public works, that starts pages 110 to 117. So I will open that up for discussion. Are there any other? Oops, go ahead.
- I was just gonna say that that would be electronic page 150, and there is a request for a reclassification, there's a change. And I'll let Director Faulds or Director Grenier speak to it.
- I'll take it. There are several things going on with the budget as proposed. The first is a simple addition of an electrician to the table of organization bringing the number of electricians from five to six. This is a request that I've had in the budget for last seven years. It's in again. It's born of the fact that, simple mathematics, the workload that exists within the city exceeds the number of hours available or the number of staff that we have and there's necessary work that's just not getting done as a result of having too few electricians. As we continue to take over more and more of the electrical street lighting systems, that demand continues to grow on the electricians. So we have

proposed the addition of one electrician to the table. The second item is a little bit complex. We have added another GIS position into the table of organization. We've got it currently listed as a GIS lead. That is yet to be determined, whether that winds up being a GIS lead worker, a senior GIS analyst, a GIS analyst two. What that looks like, that's why the documentation hasn't been supplied to you, we haven't completed that analysis with HR nor has it gone through Carlson-Dettmann, the consultant for review. Based upon other positions that we have within our table of organization that have either a lead worker and base classification or for instance, the civil one, civil two engineers, similar to what you just did with the programmer discussion under IT. Typically those have slotted in one pay grade above what the base classification is. So we have reserved that funding at one pay grade above the GIS analyst position. We wanna make sure that's in the budget. So we are able to go out and recruit an individual to get on board for, and again, I think as Alder Johnson has identified under our previous discussion, what we're doing is we're building that capacity in. Director Faulds has made that comment about taking a potential look at the IT structure of the city and how that looks in the future of these. These positions potentially could be included in that discussion. So that's the creation of the new position. Now with both of the GIS positions that we have in our budget, those formerly were funded 50/50 out of the stormwater utility and sanitary sewer utility. However, what we're seeing is the actual workload that that individual is performing has been in excess of 50% levy supported work. So for proper cost accounting, what we have done is split those two positions as a 33/33/33 contribution between the levy support, the sanitary utility and the storm utility.

- Any questions?

- I guess one more thing to add to is, and thank you, Director Grenier for explaining that. Essentially the GIS position, you'll get two picks at the can to look at the position, the job description and to fill it next year. Typically when we have these positions approved in the budget, we have all the information looked at so we don't have to come back for recruitment, but we'll have the job description and the consultants evaluation for you to look at again, which we don't always do.

- Good. All right. Thank you. All right, so onto the budget portion, the rest of the budget, anything that anyone wants to talk about? I didn't see any.

- [Brunette] Alder Dorff.

- Yes, Alder Brunette.

- Yeah, I didn't wanna interrupt or get in line of any committee member, but no one wants to speak yet, I understand. So, Director Grenier, regarding the wheel tax revenue, I didn't see it in the budget, maybe I just simply overlooked it. Can you kind of tell us what the expected revenue is for the wheel tax and how much of that fund will be used for resurfacing and reconstruction versus shifting money towards potholes and the other ways to fill and maintain our streets?

- I just wanna clarify something Director Ellenbecker, is that something we'd be going through in revenue, when we get to revenue or is it okay to do it now?

- Is that one of the budget items that we will be discussing?

- It's not. Okay, so then.

- Now would it be appropriate if it pertains to what, Director Grenier.

- Okay.

- Okay, the short answer is the reason you don't see it in the budget is because it's not a budget account. It's a completely separate segregated account by design. As was the case, you know, over the past couple of years, approximately 145 to \$175,000 is dedicated toward routine maintenance and upkeep, so that's crack sealing and pothole maintenance. We are again expecting about \$1.7 million in revenue, because the number of vehicles that are registered within the corporate city limits doesn't change very much and we haven't changed the dollar value of the vehicle registration fee, the revenue stream is relatively consistent year to year, and that's been holding at about 1.7, \$1.73 million. So, the first 145 to \$175,000 would be dedicated over toward the maintenance activities. Again, the pothole filling, asphaltic materials in the joint crack sealing materials. All remaining funds go towards resurfacing or reconstructing. We have not dedicated any funds to any other activities at this point. They're being used to help supplement the increase in road footage above and beyond where we were in 2019.

- Okay, thanks Director. I have no questions, Alder Dorff.

- Thank you. Any other questions? If not, I'll entertain a motion to approve the department of public works budget.

- So moved.

- So moved by Alder Galvin. I'll second that. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Public works has been approved by this committee. Parks, rec , forestry equipment replacement, pages 131 to 134.

- That will be electronic page 171. And there is a reclassification and a new position, part-time position or limited term position, I guess.

- Okay, who would like to speak to that? Director Ditscheit, okay.

- Yeah. One other change that wasn't noted in the information which I've talked to Director Faulds about today, it will be a no cost change. But one of the things that we'd like to do is to officially change the assistant park's director job title to deputy parks director. So, and that's just to be consistent with industry standards for a similar type position, job duties don't change at all, and neither does the pay scale. So really all we're doing is asking for a name change or a title change in that position. Unfortunately, I did make into the budget book accidentally.

- So do we need a motion to amend it? Director Ellenbecker.

- I don't believe so 'cause there has been one or two other changes where we have taken assistant directors and now have changed them to deputy in this one.

- Okay, that's fine.

- Director Ditscheit, what you can do is you can fill it up PAF with the title change and we'll be good to go with that.

- Sounds good, thanks. And then as far as the reclassifications and the new position. So the reclassification is we're changing a park ranger at the wildlife sanctuary to facilities manager. So this position was created in around 2018 when we restructured the staffing at the wildlife sanctuary. And we had a park ranger who coordinated his efforts on the grounds and one that coordinated his efforts on the buildings. What we've been finding throughout the years now that we filled this position and they've been working is that the building's position is just much more complicated and there's a much higher skillset needed to accomplish that job. In addition, that role has also incorporated coordination of volunteer activities onsite. So if a school group comes and wants to volunteer to do a project, this position coordinates that volunteer group. So what we are proposing to do is to just bump it up one pay grade scale from a G to an H. And there's a total budget difference in 2022 of \$2,586. So there's very little impact to the city budget on that reclassification. The position that we added was the conservation corps position, conservation corps coordinator position. So that was actually discussed at a previous personnel committee in August and it was approved at the point to add that to the table of structure. And so we did that and really what we did in this budget is we incorporated that into the budget. And so you'll see that position added. But one thing I wanted to note for those of you who might not have been involved with that meeting personnel is that position is largely grant funded. So we did see it receive a grant which funds the position through mid August or September of next year. And the hope is to continue it beyond that and secure more grants beyond that to actually implement a conservation corps program for the City of Green Bay. So, all that we're doing right now is adding the position to kind of work through the details and start that program up and to secure other grants to fund the program in following years. That's it for the restructure and reclassifications. Now I do wanna just touch bases on a few other items that might not be very apparent in the budget block. Most of it has to do with the seasonal salaries. So I just wanted to point out a few things. So, if you go to the seasonal salary line item for parks which is on page 110 of the paper copy. Hold on, I'm actually on the wrong page. It would be a page 112 of the paper copy. Sorry, I'm in the wrong department here, I'm sorry.

- You are in the wrong, yeah.

- It's still under public works, I got it.

- Yes.

- Sorry. It is page 131 of the paper copy, I apologize. So you can see that there's a pretty significant reduction in our seasonal salaries of about \$55,000. That really occurred due to the changes to the summer playground program. So as many of you may recall over the last two years, we've funded 32 sites to run our summer playground program, but we've only been able to actually run 16 sites in both years due to staff shortages. So we've really gone way above and beyond our recruiting efforts of what we normally have done and we've just fallen short, the employees just aren't there. So what this budget is doing is it's downsizing that program to 16 sites for this year. And with the hopes that as the staffing shortages change, we can do one of two things. We can either slowly bring some sites back into the budget in the following years, or we can re-imagine the program and seek out other grants to fund the program as a kind of a slightly different program than what it currently is. So that

change alone saved \$125,000 in the budget. And it costs approximately \$7,800 per site to run that program. So if you have 16 sites, that's approximately \$125,000. So that was one change that was made. The sites that will be selected for next year are very similar to the sites from 2021 but we will make a few minor changes to it based on, the number of users in a couple of locations were down pretty low. So we're gonna make a few changes to the locations, but we only budgeted for 16 sites. The second item that really has come up for a lot of discussion as it relates to our seasonal employees is pools. So as you know, we have not been able to operate all three pools for the last two years for the same reason that we haven't run the playground program in all the sites. So in fact, last year we only ran two pools. So Joannes did not open at all. And it was due to a shortage of lifeguards. And, you know, across the board, that's an industry standard where every community is running into that problem. So what we did is we did, our lifeguards, our instructors who are also lifeguards, they have to be, and then also our pool directors. So all three of them got a pay raise to help us attract more people to apply for those jobs. So for the lifeguards in this budget, we've given them approximately a 50 cent raise per hour. Whereas the pool directors and instructors would be getting a \$2.45 raise. Now there are a lot more lifeguards than there are pool directors and instructors. So, you know, the change to the pool directors does seem a little bit different compared to the lifeguards, but we do feel that we are gonna have problems filling the pool director positions this year as some of them are gonna be moving on to other jobs and those positions probably will likely be vacant also. So what we did for all of those positions is we just bumped them up one pay grade from where they currently are. And so for a pay grade for the lifeguards, to bump them up one pay grade added about 50 cents per hour. And then to bump the pool directors and instructors up one pay grade, it happened to be \$2.45 per hour. So that change alone added about \$18,000 to the budget to give those increases in salaries. So in general, I mean, those were the big items that I wanted to touch bases on. If anyone has any specific questions as it relates to other line items, I'd be happy to answer them.

- I just have one. It's on page 133, line item 54072. And I'm wondering if concessions went up so much, is that because of taking over the gift shop at the wildlife sanctuary?

- That is part of it. So hold on just one second, let me get to that, my notes on that. So at the sanctuary, we did add \$25,000 into the budget for purchases of the items to fill that store, but it is offset by revenue. And so, you know, there really is no net increase to the budget by adding that in. And that was \$25,000 alone. And then on the recreation and there was a slight increase, both at the pools and triangle, our sledding hill too. And those increased just to reflect the actual, so prices have just gone slightly up. And we've sold a little bit more product than we've done in the past. But again, at those locations the revenues offset the expenses.

- Right. Thank you, I just was curious.

- Yap.

- Alder Brunette.

- Thank you, Chair Dorff. I don't think, first of all, thank you Dan for preparing your part of the budget. I don't think 50 cents an hour increase for lifeguards is enough. I think this is a greater point and probably I'll make some motions at the full council but, you know, when we increased some positions by three, \$4,000. On the surface, it seems small and manageable when you realize the potential trade off would be that we could hire for that same amount of money, not hire but pay the

life guards more money in order to attract them and to be competitive with other municipalities. Something as simple as, you know, another \$18,000 could have increased their pay even more. I'm on the parks committee so I've spoken about this at length there. But Joannie has been closed for two years straight, and I don't think we can close any pool at all this year. And that means that we might have to be really creative and competitive with the salary. I'm also concerned about reducing our playground programming to half, I mean, we're assuming that there are staffing issues, but perhaps additional pay could make it attractive for those teens who are home from college or before they go to college to work the playground equipment. I guess my concern is that we're kind of allowing ourselves to believe that there's no other alternative. When you close down half of your playground programming, that has many kids throughout this community who may not have supervision in the home who go to the parks to interact with other children, to interact with our excellent city staff. For some of those children, the stability that the parks provide them will be lacking. And then of course, you see the other issues manifest themselves throughout the city. You know, kids getting in trouble, kids not having any direction, kids not having things to do especially if we close a pool again this year. So, I don't know what the point of having these incredible aquatic facilities are if we don't dedicate the necessary dollars to staff them. So, I know Dan you have, Director Ditscheit you've done a lot of work. You've kind of worked through a lot of these issues. But, my frustration is not directly with you specifically, it's just the overall focus of the city. If we're gonna increase taxes this year, we're cutting an awful lot to our parks, from our parks. Closing half of the playground programs and then potentially not having enough dollars resource to hire lifeguards to staff all three of our pools. So this is a greater conversation I'll probably share at the council when I can kind of look at some of the dollar increases for some of the positions outside of the parks department, but we really can't cut here. I mean, we really gotta be very careful about cutting these sorts of amenities that we think people don't forget, but I'm telling you a lot of people missed them the last couple of years. So again, those are my.

- Alder, I would encourage you to make your wishes known here, this is the work session. We'll be happy to hear what, if there's some motions you would like us to make on finance and personnel that we could bring, we'll be happy to do that here. You know, we don't need to wait till next time. So, just some ideas.

- Oh yeah, I mean, again.

- Like a dollar an hour.

- Well, yeah, you'd have to have offsetting revenue. You'd have to reduce the budget in some area in order to accommodate that so.

- But it's good if we have the information today. Then, Director Ellenbecker has the time to figure out what that would be instead of sitting in the middle of the meeting and just suddenly getting that, you know. So if you're thinking of a number, I could see raising the salaries of the lifeguards. I could see trying to open more parks and budgeting for it even if it doesn't happen, at least we could try. I would be certainly supportive of that. So what would you like to see us do?

- Well, some of the decisions that the, and I respect your committee structure, I'm not part of your committee so I don't have a vote. So I'm kind of hesitant to bring forward concrete ideas if I don't have a vote on the.

- You have a vote. You have a vote at city council. So I don't understand why. Would you like me to bring up an idea? How about we raise them a dollar an hour? Is that good enough? Or \$1.50? Do you like \$1.50 better?

- I would have to continue to do my research to see what the other municipalities are doing, but yeah, I think that would be great.

- And then what we could do is ask Director Ellenbecker to come back or Director Ditscheit to come back with how much of an impact that would be, how many hours per.

- Yeah, and I'm very, and just so you know, Director Ditscheit had several conversations around this. He and I were gonna collaborate. We just haven't had an opportunity to do that due to a situation I'm dealing with in my personal life. So there's reasons why I don't have those figures that I normally would. So I.

- Okay, Direct Faults.

- Sorry to interrupt. And I guess I'll just ask Director Ditscheit and maybe HR Manager Falk if we're prepared to share some of that data tonight, about what other municipalities pay or even just what the peer pays for lifeguards as they're the closest nearby with two pools. And then, I guess just start from there.

- Yeah, and I can share with you what I have. Unfortunately, I don't have it digitally, I only have a paper copy in front of me, so I can verbally tell you what we came across. I know HR did reach out to some other communities and this is what they gathered. So, with our lifeguards and the new pay structure with the raises, we will be paying anywhere from \$12.02 to \$13.19 an hour. Those are for the lifeguards. When you compare it to other communities, ranges from \$10.70 to \$11.70. is really the only one that is higher than where we are or very close to us. So they're at \$13 to 13.75, which is slightly higher than us. Claire is less than us at 10 to \$11. Janesville is less. Kenosha is a little bit more than us. Madison is at \$15.48 an hour. And Manitowoc is less than us, actually they're right the same as us, so.

- So here what we have in our community, as we know, we can't get lifeguards, depending on what we are paying them, right? Whether it's compared to another city or not, we aren't getting them. So, why don't we try to work on something here where we're supposed to be doing the work for the committee and see what might we like to raise those two. I mean, sounds like \$14 an hour, 14 to 15 or 13.50 to 15, something like that. Or is that too high?

- So Director Ditscheit, I can just clarify is the top range that we're expecting to pay with the changes we brought forward, it's around \$14 I think next summer.

- I believe it's 13.19, but I'll double check that.

- Oh, that's closer to it. Okay, Alder Gerlach and then Alder Galvin.

- Yeah, 13.19 is it, yap.

- That's pretty low. Okay, go ahead Alder Gerlach.

- Director Ditscheit, if you had had more money to pay lifeguards this past summer, would you have been able to hire more lifeguards?

- You know, that's really a tough question to answer because there are so many outside factors that come into play. Obviously it's nice from a recruiting standpoint, but there's also a lot of jobs outside of municipalities and lifeguarding that pay considerably more than we pay. So I guess we just have to find that fine balance of being competitive with other communities as it relates to lifeguards versus where we wanna be with competing with other businesses who are attracting the same type of individuals vying for the same type of positions.

- But if I could ask you just this past summer, I know that for example, Joannie's pool was open for lessons but it couldn't be open for recreational swim all summer and you didn't have enough lifeguards. In your hiring experience for the summer of 2021, did people turn you down because you weren't offering enough or were there no people interested in the jobs?

- It was more of an issue of lack of applicants than it was people turning the jobs down.

- And the lack of that, now do the training sessions, right? Because of COVID, that was partly part of my understanding that we couldn't get lifeguards trained as many as we could before. I know that's what the Y was dealing with as well. And maybe now we can get more lifeguard strength.

- So I think in general, based on what other communities are paying, I mean, Madison is obviously a lot higher than us. But, you know, Manitowoc, Kenosha, De Pere, we're really not that far off from a dollar per hour when you're comparing municipality pay for lifeguards.

- Who else had their hand up? Was it Alder Galvin? Somebody else did. Alder Galvin.

- So, I guess what I'm, and I don't know if this is what Alder Brunette is looking for but can we request the park department to look at what the difference would be if we raise the offering from 12.02 to 13.19 up to say 13.50 to \$14.50 an hour, what would that cost the city or the park department? And what if when you're doing it, you suddenly have a lot of applicants and you realize you can open up Joannie's pool for recreational swimming. What would that cost to add on that extra staff? It seems to me, if I could just finish, the same thing with the parks going from 16 back to 32, if we were to offer more and we suddenly get more people applying and we say, "Gosh, we got enough kids here. We could open up 24 parks instead of 16." But what would that cost the city and where do we get the money if we're having plans? So, I mean, if you had some projections on how that would affect the budget, I'd be willing to look at that. I mean, I don't like candidly having 16 parks open. I see how many kids are using the parks and how many have used them in the past. And you look at the cost of opening up Joannie's pool and all the maintenance in running it, keeping the water clean, all that kind of stuff. And then we're only using it for a swim lessons because we don't have enough staff, is it even worth filling up the pool, so to speak, just to have swim lessons there? So I guess, yeah, if, you know, if that's a motion that we could put together, just to have something ready for the budget council meeting so we can review it. I mean, you know, maybe you start recruiting now for next year. I don't know if you do. I mean, I'm sure you guys have been looking at a lot of different ways to try and get the staff, but there's always something new out there that we can try, I think, to try and attract the individuals that we need for these jobs.

- Alder Brunette, that's why I wanted us to try to do something during the work session so we could have something concrete at city council and you can always add more then if you want, but at least we have a good start. So do you see what I kind of liked that?

- Yeah. And yes, I do completely understand. And to be fair to Mr. Ditscheit, we did discuss this, we did have a conversation outside of WTTC at the mayor's first open house, I guess, that's what I referred to. So that was a conversation he and I fully intended to have. So, it was something that came up that I personally was not able to hold that meeting with them. But to Alder Galvin's point, that's exactly what I'm looking for, just sort of trade-offs I think. Personally, Alder Dorff, normally would have gathered all these numbers ahead of time for this meeting, but I just wasn't able to for reasons.

- I truly, I have no problem with that, that's not what I'm talking about. I'm talking about letting this committee do the work it's here to do and get that ready for you and for all of us by next week. I think you can see there's a lot of support out here for that idea. I wanna see parks open, I wanna see lifeguards, definitely. So now we have some direction. Go ahead.

- I do have that information available right now, so. So I knew that this question would come up so I am ready to talk about it. So, if we were to staff all three pools and run them this year along with lifeguards and training and lessons, there's about 19,000 hours of lifeguard staff time. So if you're gonna give them a dollar increase, it would be a budget impact of \$19,000.

- Like from the 12 one to 13 and the 13 to 14.

- Yeah, so if you gave everybody, all of the lifeguards and the pool directors and the instructors, which you'd have to almost do all of them, it's a total of 19,000 hours. So if you gave every, and that's hours for everybody working, so it doesn't.

- Isn't there revenue too? Isn't there revenue that comes in when they use the pools?

- No, actually, there is, but I'm assuming, you know, in our budget we're assuming that all three pools are going to open. And actually, you know, we don't make enough revenue to pay all of the bills to run the pools. So for every dollar that you increased per hour, it adds \$19,000 to the budget.

- And, Director Faulds.

- And sorry to be a rainy cloud on this. You know, so when we talked about \$19,000 and I think, you know, it's a drop in the bucket, right? For, you know, I mean, it's a lot of money but for the whole budget, it's not a huge amount. And I think we all have great intentions, that we wanna pay our lifeguards more and get more lifeguards so we can provide services to the public. But the concern we have from HR is, when we kind of arbitrarily put a dollar for one position, it kind of compromises our seasonal pay plan 'cause then you're, it could be discrimination. It's like why are you giving a dollar to lifeguards and not a dollar to some other position? So I guess our position is, you know, if you can find a different way to have like a temporary incentive, to have like a, we talked to Director Ditscheit about this, like a stipend. If you stay through July, that it's the same equivalent of an extra dollar. That might be better than changing our seasonal pay plan and just adding a dollar upfront.

- What do you think of that?

- Kinda like a bonus?

- Yeah, like a bonus, if they stay through July.

- Yeah, and Director Ditscheit can work that out, whatever the right amount is.

- Alder Johnson.

- Yeah, and that's just something that I've been sitting here and thinking about. And I get the, you know, comparison to other communities, it's good to benchmark. Unfortunately, I don't think it addresses what our localized challenge is. As at the end of the day, it doesn't matter what other communities are paying. At the end of the day, we're not getting enough people to apply. That's the issue. And if you're marketing to people, I'll tell you what? Like marketing a dollar, an extra per hour versus, I'm making a number up, a \$250 sign-on bonus, right? Like I tell you what, it's 250, just from a marketing perspective, I think people will perk their heads up that faster than they will the dollar even though the dollar would probably get them more money in the end. So, you know, and then to Director Faulds point, it stabilizes your seasonal rate. You know, and with the signup bonus, you've got something that you can actually promote and get in front of people. Because again, we're not competing with, you know, lifeguards in Eau Claire . We're competing and this is the problem in the hospitality industry right now, right? People are upscaling. They're getting out of the industry because they're taking other jobs in different industries that are paying more with better benefits. That's what we're competing against. And so I think that we've got to create an incentive or a that gets people to look at this position differently than the way they're looking at others.

- And just to give you a ballpark, there are about.

- One second, could you run the meeting for a second? I have to do something with my dog. Alder Galvin, could you run the meeting?

- Yes, you kept cutting out.

- I'm sorry, I'm doing something with my dog.

- Alright, go ahead, Director Ditscheit.

- What I was going to say is, if you're looking at doing a lump sum per employee, there's probably approximately 70 positions for the lifeguards and the pool directors. So if you're looking at a lump sum per employee, you just have to do the math.

- All right, and that's if we had all three pools up and running all the time, correct? Yup, all right.

- And we could do that, correct me if I'm wrong, but it only applies to new recruits, right? Could we just do like a lane change with existing staff or returning staff where they're getting compensated for that experience but then do the sign-up bonus for new recruits? I mean, that's more customary.

- You could, but I would recommend doing it for all of them just because we're very happy that old employees are coming back to work again. So I would recommend all or nothing, but we could do it for new employees if that's your preference.

- I would be hesitant in that. I've been listening to a lot of industries where the companies have been giving bonuses to new employees because they're sticking around and the older employees are like, "Are you kidding me? I've been here year after year, you know, I got out of high school, my freshmen, sophomore, junior, senior year, and I've been sticking it out for four years. And this new kid comes in for one summer and he gets a bonus that ends up having to make more money than I did." I can see where we could get creative. Like the, "Hey, if you stick around till this date of the summer, you can earn a bonus." If like say you're an older employee and we give the new employees a bonus on the front end, something like that but.

- That's why I said don't get too fixated on the one thing I said and listen to the other thing that I said which is, giving returning staff a pay grade increase, because they'll actually perform, a bonus depending on where you set that rate, right? And we have the ability to communicate and convey that because we know who those people are. But when you're marketing, you don't have that depth of a communication channel and that's where something flashy gets their attention.

- Sure.

- Director Faulds, so I was a park attendant and I worked at walkie perks, and the lifeguards always got paid way more than the parkies. They had more responsibility. They were, you know, responsible for saving lives. They had extra training. So it seems that paying them more, how would that impact other seasonal employees? What are you thinking?

- So it looked like maybe our HR Manager wanted to jump in. I'm not sure if she did.

- No, I just accidentally hit my camera.

- Sounds good. You know, I think it's, we are pretty assurance staggered and pay grades and we're moving people up. So I think I would have to look at the same pay grade that we have and then add in a dollar. You know, it really, what it comes down to is what is a justifiable reason for adding a dollar to this position. And then I think also, I know we're moving up the swim instructors. I think that's what it's called few dollars already, But then you start to get compression issues with the supervisors and people above you. So, I don't have a definitive answer for you. I just know that if you have one pay grade with the lumped positions, and now you just add \$1 to another, that can create issues.

- So lifeguards are paid the same as other park attendants?

- No, I don't think so.

- No.

- They're more.

- Alder Gerlach.

- A question please for Director Ditscheit. And I'm sorry, I'm getting tired and maybe I'm just not hearing this right. I thought I heard you say that this budget is assuming all the parks are open and all of our usual activities are going to go on, is that right?

- I believe what I said is, this budget says that all of the pools will be open. So we budgeted for all three pools to be open. But as far as playground summer programs, we only budgeted for 16 out of the 32. And I guess one comment, I don't wanna shortchange the lifeguard issue, but I do wanna talk about the playground program a little bit in more detail. So I would recommend we just finish up with the lifeguard discussion and then I just wanna point out a few things in regards to playgrounds.

- Do it so the lifeguard discussion gets shut down now. That we can't do it, we just can't do it. I don't like to hear that because I wanna have a solution for this. But is there something, I suppose we have to have this done by the budget meeting, right? So, we shouldn't just increase a dollar an hour or are we gonna to decide on a bonuses then? We are gonna need to decide something tonight to bring the council Tuesday? Director Faulds, I'm asking you this question.

- No, I hear you. I didn't know if it was directed towards me or someone else.

- You can have it. Yeah, so I think we should have a motion and some type of decision and then obviously it's up to the council that side to give some direction to Director Ellenbecker to, you know, what she can plug into the budget on Tuesday.

- Director Ditscheit, what should that be?

- As far as the recommendation goes, truthfully, I am fine with how it's currently in the budget. But if you feel that there needs to be an additional amount, that would be your discretion. I think it will help the problem but I don't think it'll solve the problem because I think it's a bigger issue than just, you know, giving them a dollar raise or a sign up bonus, that might attract a couple of individuals but I don't think it'll track enough that it will make a huge difference. There needs to be something else in the community that has to change which is going to get more people to apply for these jobs, 'cause it's not just Green Bay, it's every community is having these same issues.

- So maybe working with the school district? Have we done that?

- We have, we've gone into the schools and recruited at the schools. In fact, you know, the schools have some of their own lifeguards, they're the same employees we have to a certain extent. And so, yeah, we're doing it. Last year especially, our aquatic supervisor, she went above and beyond what we typically do trying to recruit more lifeguards and more individuals. So, I don't think there's really much more we can do from a recruiting standpoint other than increase the pay and hope that that helps. But as far as the budget goes, I'm content with where we're at and where the budget's being proposed. But I would welcome more if that's what you would like to do to help with the effort even more.

- Alder Brunette and then Alder Steuer.

- Yeah, I'll make my comments quick. We have to keep in mind the end users. End users in this city, the parents, the teens, the young children, they're expecting their city government to provide swimming at swimming pools in their city for which they're paying taxes. So I guess, I think how we

get there and what things we do and what decisions we make, to the end user that's irrelevant. They just want be able to use swimming pools. That means we may have to get creative. My fear is right now at this committee meeting, if we don't at least, as Director Ditscheit, 50 cents, I get that with something. I get the work that your staff has done. I'm on the parks committee. I know you've gone the extra mile through the proper channels you could get more lifeguards. What I'm saying is that, that didn't work this last time. We've had in partly pandemic, I get that. We've had grantees closed for two years and before that another city pool closed at Resch. So what I would propose just to get something on the board so we don't in the summertime regret that we didn't at least do something that increased that pay. What I would recommend for returning lifeguards to increase the wage for a dollar over what has been budgeted so far. And then for new recruits or new hires, give a \$300 bonus as long as they stay through, you know, the middle of July. Just get this on the board and it says we're gonna do something to staff our swimming pools. Because we're assuming they absolute worse. We're assuming the worst. And I don't wanna assume the worst. I wanna assume that we're gonna fix the problem here.

- Did someone on the committee wanna make that motion? I'll make it, I'll make that motion. And before we vote on it though, I'll let Alder Steuer talk.

- All right, thank you, chair. You know, quite a few of us are parents. My daughter was on the Green Bay swim team, Y Y swim team and she swam at Southwest. There were a number of people that were lifeguards because of, you know, the schools and such. And they might've gone on for swimming in college or what have you. And it seems like there's a built-in dynamic there. Director Ditscheit, I'm sure you've explored that as well. But, you know, for awhile, there were many, many children that were involved in swimming, some older children too. And I, you know, I just want to hear from you that you've exhausted that end as well.

- Well, we do run a junior level class while we're teaching younger students how to be lifeguards. And that, actually that class has actually been pretty successful, but I think the age group is 12 to 15 if I recall, I don't have that in front of me. So it's for younger kids training to be lifeguards. But, you know, that is always our hope when we're running that program is we recruit younger individuals with the hopes that they come work for us in the future.

- All right, well, as long as you've looked at it, I appreciate that.

- Okay, so just for this portion, cause there's, I still wanna talk about seasonal workers. So for this portion, I would like to make the motion that we give a dollar an hour increase to each of our returning lifeguards. And, including the swim instructors, Alder Brunette?

- Yeah, yeah.

- Or did they already go up a lot, Director Ditscheit?

- I believe they went up around \$2.40 an hour for the instructors, but they're also lifeguards so they do both. Do we wanna get that specific Alder Dorff, versus just saying here's X amount of dollars that staff can deploy as needed to get the people that we need?

- Alder Brunette, what do you think? I'm gonna ask you that.

- Director Ellenbecker is nodding her head. Whatever is, I just throw out a motion, just like.
- Okay, Director Ellenbecker.
- I would certainly lean to Director Ditscheit, but he originally said, you know, if you have some 1900 staff, an hour a dollar increase, that'd be 19,000. We talked about a one time bonus for 70 employees. that's around 17.5 or 18. Honestly, I think back to Alder Johnson's point on like, if that is in the ballpark of what you're thinking, maybe you give them 20,000 flat, even 20,000 and then leave it up to the director to try to make that decision for next year that gives him flexibility on what program based on who's coming back. It would just be easier for budget if you just said, "Okay, we're gonna need 20,000 more for lifeguard pays or something, that might be easier.
- That's their incentive, lifeguard incentives. Can we call it that or no? Is that a bad word?
- Well, what account can we just shove that into?
- That would go under seasonals and the park's line item.
- So then we just can say, add 20,000 to the seasonal, 20,000 to the seasonal part of salary parks line.
- I will second that.
- Second by Alder Johnson.
- And that'll cover the cost of filling all the pools.
- Yes.
- Full time, okay. Good, I'm on board then.
- All right, all those in favor, say aye.
- [Alders] Aye.
- Oh, she's here.
- [Corpus-Dax] I'm still listening.
- Okay. And opposed? Okay, motion carries unanimously. That's good. And then to the, the other piece of it is the parks. So right now budgeting is for 16 parks because we couldn't get enough employees, is that correct?
- That's the primary reason, but there's another side that I just do wanna point out a little bit, which has some bearing in the decision-making also. So the school district also runs a summer program themselves a summer school program, which a lot of students do go to that. And that is actually affecting our numbers at our park program also. So last year we ran 16 sites, three sites where park school locations that had a summer park program at the school. And those three were our lowest attended sites, which were Dan's tank and Fort Howard . And so obviously in next year's, the 2022

budget, we're not going to select any sites that are a park school location where they're running a summer school program because the numbers are drastically different. And I also wanted to point out that the school district is running 26 locations, I believe. I'll have to double check that but I think they have 26 summer school sites. So if the students are going to their program at 26 school locations, and some of those are also park school locations, that affects our program also. And we get lower numbers and we're really not servicing the community as much as we'd like to from this program. So that's also another reason for temporarily downsizing it and re-imagining it or reinventing it and coming up with something different in the future to re-initiate it or re-energize it, I should say. So I don't want to forget that there's still 26 other school locations where they're running a summer school program for children in those neighborhoods.

- Okay. And so having that discussion with, they have a new director of summer school, that's a new position with Green Bay schools, that might be a good person to have a discussion with and maybe there can be some synergy there between park program and school programs and we would know the answers. How can I find that name out for you and just let you know who that is?

- Yes, yes.

- Okay, I will do that.

- Alder Dorff.

- Yes.

- Just a question for Director Ditscheit, only because you said two schools in my area, so it just kinda, you know, drew attention, but which was tank and Fort Howard. I mean, these schools are all relatively close together, right? So, I mean, is there at least like a stop gap and like a see more park, for example, is there something going on down here?

- Yeah, so, you know, I looked at the new redistricting maps and looked at which parks we would have. So I believe in your district, you're gonna be taking over Marquette park, if I recall correctly looking at the boundaries. So the two parks we would recommend in your district would be Seymour and mark cat .

- 'Cause see more to me is a nice place to still capture Fort Howard and tank residents. Tank can also go to Marquette . I just wanna make sure we're not leaving, you know, like a big void in our city with nothing going on.

- Correct, and you know, I can either share a map of the locations or give you the locations at the council meeting or prior to the council meeting, if you like. Or really we're just, you know, at this point the locations, I shouldn't say are irrelevant, it's just figuring out what the budget is and we can select the locations at a later date. That's just what we need to figure out as part of the budget is how many locations are we gonna pay or fund for 2022? And then I can work directly with the parks committee on selecting those locations later on.

- Okay.

- All right. Any other comments on the parks portion of the budget? I'll entertain a motion then to, do we need to? Do we vote it to amend it? Yes, I'll entertain a motion on the amended budget for parks. Maybe Alder Galvin wants to make that motion.

- So moved.

- Okay.

- Second.

- Second by Alder Johnson. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Okay, motion carries. We're on to miscellaneous, page 139.

- The electronic document would be page 179.

- Just see contingency was up to 200,000 even though we didn't use it all yet this year. I think it's very smart of us to have contingency up in that here. There really isn't much on, any other comments on this page? It's just a one page long. I entertain a motion to approve.

- So moved.

- Moved by Alder Galvin.

- [Corpus-Dax] Second.

- Second by Alder Corpus-Dax. Any discussion? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. All right, let's go to perky, no, sorry, sanitary sewer, pages 149 to 151.

- Hold on.

- Okay.

- That would be on electronic page 189.

- Okay.

- Yap, even between what you just went through, here's some totals for the general fund. 'Cause then right above that, you're seeing everything by department level and then there's just a total by account number. So it's just a different way of looking at the exact same numbers.

- Exactly, yap. Figured that out after a while, thank you. The budget, any questions on that? I don't see any. I'll entertain a motion.

- Motion to approve.

- Move to approve by Alder Galvin. I can second that. Is there any discussion? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Transit, I'm sorry, not transit. Parking division, page 153 to 155, parking division. Any questions or comments on that? Okay, seeing none, I'll entertain a motion.

- Motion to approve.

- Motion to approve parking division. I can second that, second. Discussion? Seeing none, all those in favor, say aye.

- Aye.

- Opposed, nay. Motion carries. Storm sewer, pages 157 to 159.

- Electronic, 197.

- Did I do that right?

- Yes.

- 'Cause it says 157, it says stormwater utility. That's the same as storm sewer, right? Same thing, right? Yes, and Director Grenier has been nodding his head. All right. Okay, I just am curious, what is levy supported H? It appears in many places and it's an abbreviation, but what is the H? It's 51204. Because in every case it's down a 100% almost.

- Levy supported health insurance. If we have any of the funds which are off levy, which are special revenue funds or other, we pay in out of those funds to help cover portions of the levy supported health insurance.

- Okay, I just wondered if that was also a theme, yes.

- Let me also tag onto that. That was the 10-year plan where we were subsidizing our retirees, their health benefits. So we have hit year 10 or basically year 11. We no longer are subsidizing as of the 2022 budget. So as Director Grenier was saying, you're gonna see then all the special revenue funds, the small amount that they were helping to support based on, you know, I think we're using headcount as the way to allocate it. But we also saw a large reduction in the general fund also because we have now hit, we no longer are subsidizing. As of 2022, it is 100%, the retirees are paying the full rate for insurance and no longer subsidizing.

- Got it. Okay, thank you. That was a question I had. I didn't have anything else under that. Any bills under storm sewer? No. Entertain a motion.

- Motion to approve.

- By Alder Galvin. Did you move your lips Alder Johnson? Okay, I think that means he seconded it. He's chewing, all right. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. All right, we are on to transit, 164, 165 in the book.

- Electronic, 205.

- I had just no questions there at all. Good explanation at the last budget meeting we had over at UWGB. Anybody have any questions on transit? Nope.

- Motion to approve.

- Motion to approve by Alder Galvin. I'll second it. All those in favor, say aye.

- [Alders] Aye.

- Okay, opposed. Motion carries. Then, Bay Beach, pages 172 to 175. The Bay Beach as we know is self-funding, kind of, it's within the budget but it's not. Well, I don't know how to say it but, we don't use it. They don't share that. Any questions on Bay Beach. They need little stickers on that one. I will entertain a motion to approve the Bay Beach.

- Motion to approve.

- Second.

- Motion to approve by Alder Galvin. Second by Alder Johnson. All those in favor, say aye.

- [Alders] Aye. Opposed, nay. Motion carries. So then, debt service page 177, 178. And I do have a question. So on page 177, the principal notes is up 65%. And so I don't think we borrowed a lot more money, but did explain that one to me.

- Okay, yap, that is electronic page 217. Yes, so over the last couple of years we have started borrowing more equipment. Remember we started shifting over equipment. In most cases, equipment's only 10 years and we call that a note and not a long-term John Bond. So you are seeing an increase for two reasons. There's some items that maybe in the past we went on for 20 years, but it would pass its useful life. So I have recommended or working with our financial advisor, if we're going to borrow, for it not to go up for such a long life longer than it's useful life. And then second, as we, for this last several years, we've been borrowing from our equipment, that's why your notes have gone down, kept going up. And we saw a slight increase also in the bonding portion and on the long-term bonds, but that's why the notes went up.

- Okay, that makes sense 'cause it was shifted over from where we used to borrow it from, which was the longer-term bond. Makes sense to me. Any other questions on the debt service portion? Nope.

- Nope.

- Entertain a motion.

- Motion to approve.

- Motion approved by Alder Galvin.

- [Corpus-Dax] Second.

- Second by Alder Corpus-Dax. Any more discussion? Hearing none, seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Right, workman's comp, page 180. Just the only, the liability insurance appears to have gone up quite a bit. Yeah. We probably talked about that at some point, right?

- I made it for Director Faulds or Grenier, but I mean, that was related directly to our excess carrier, I believe. But I will let probably Nate to handle this one.

- Okay, Nate.

- Hi yes, thank you chair. So unfortunately we received the news that our access work comp is projected to increase significantly. They're looking at a minimum premium from safety national up to, they're thinking about \$170,000 just for the minimum premium there. Previously, I believe we paid around 115. Excuse me, I don't recall the exact number. But, it's a pretty significant increase and a big part of that is a lot of the fear surrounding public safety, police, particularly with all the issues that have been going on. So there's just a lot of concern with officer injuries, PTSD claims, things of that nature. So the excess work comp carrier has increased all the premiums for all of her clients. We are going out to market. So we're trying to do some due diligence to see if we can find some better rates elsewhere. But as of right now, we have to budget for that contingency.

- Okay, good explanation. Anyone else have any questions? Yes, Diana.

- I'd like to jump in, though. If you go down to the third line, you can see that our claims over the last couple of years have been coming in lower than actuals. So you do see that we budgeted 1,000,046 for claims last year, we're down to 976. And as of the time we ran this budget book, we were only at claims of 447. The year before we had 1,000,099. But otherwise overall we are seeing a reduction, we're having another good year in 2021. So just something to note, obviously through the work of Nate and working with the departments, we're seeing reduction in claims.

- You think part of that's due to people working from home? Is it due to COVID? Is that why there would be a reduction or don't you think so?

- I can chime in here.
- Okay.
- A majority of our large claims tend to be from our field employees.
- Okay.
- So they really wouldn't have been impacted particularly heavily.
- Okay.
- However, I can add that as regards police and fire, that may have had an impact with, you know, fewer calls and you know, things of that nature from last year. But, cost-wise we're not seeing any major trend in that way. It's just lowering costs in general.
- Thank you.
- That'd be a lot of paper cuts, Alder Dorff.
- A lot of paper cuts and improper ergonomic chairs at home. You know all about this.
- Yeah.
- All right. So we are on, wait, which passed that don't we? All right. No, wait, workman's comp. Who wants to make a motion?
- Move to approve.
- Move to approve by Alder Johnson. Second by Alder Galvin. Any further discussion? Hearing none, all those in favor, say aye.
- [Alders] Aye.
- Nay? Motion carries. We are getting close people. Workman's comp, we did that. General liability page 181. I didn't have any questions on that. Anybody? Nope. I'll entertain a motion.
- Motion to approve.
- Motion to approve by Alder Galvin. Second by Alder Johnson. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Health insurance escrow, page 182. That's the little bit, yap, that's very short, 182. That's the escrow account for the people that have worked and get their health insurance paid. Entertain a motion.

- Motion to approve.
- Motion to approve by Alder Galvin. I'll second it. Any further discussion? All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. And the really best part, revenue. And there's so many revenues. So we'll just go, I was thinking we were done, I didn't realize there was another whole page. That makes me feel very sad. All right, Revenue general fund, pages 184 to 194. Let's look at that first.
- Yap, and it starts on electronic page 224. It says the grouping for all general fund revenues are all grouped together in this one section. This is where I would recommend, this is where you would also, in this grouping is where you would make a change to the EMS revenues based on the increase that Chief Litton had discussed earlier.
- Alder Dorff, that's on page 190 of the paper copy, section 430 down towards the bottom, emergency medical services.
- All right. So page 190, section 430. And it would be the second item under there, which is 430 emergency medical services squad fee.
- Rescue squad fee.
- Rescue squad fee, yeah.
- Bumped that up another 150,000.
- Okay. So I would entertain a motion to increase that by 150,000.
- So moved.
- So moved by Alder Galvin. Second by Alder Corpus-Dax. Any discussion on that?
- 0170, and we paid for those parks right away. I'm teasing.
- I like it here, fire isn't an issue. Okay, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. All right, so now when we get to this part, we need to approve it as amended. But any other questions or comments on revenue's general fund. Seeing none, I will entertain a motion to approve it as amended.
- So moved.
- Moved by Alder Galvin.
- [Corpus-Dax] Second.

- Second by Alder Corpus-Dax. All those in favor, say aye.
- [Alders] Aye. Opposed, nay. Motion carries. All right, let's go to the next page. Revenue sanitary sewer, page 195. Wait, did I miss wildlife sanctuary or not? Okay. Then here's sore. Okay, so this is where the minuses and the pluses really, that's why I dropped accounting. So it goes from minus 4907 actual in 2020 to minus 99,000. And that means it's plus, right? I mean, that means it's increased, right?
- You're looking at an electronic page, 234 or hard copy, 194. That is your general fund. That is your revenues showing that again, revenues have to eat equal expenses. So expenses went up 2.2%, revenues had to go up on 2.2%. So you're taking revenues, correct? Budget was 88,000,127. We're looking at, prior to any changes, expenses would go up to 90 million or 92,000,600 which is a 2.2% increase. Since that you have now increased expenses by 26,750 this 90 million.
- Oh, are we just looking at the line item on sanctuary concessions? But, you explained way more than that. So that's good. All right. Anybody wanna make a motion on that? No, that's well , sorry, is that?
- I think we're at the sanitary sewer now.
- Yeah, we're up to sanitary sewer, okay. Is there any motion to approve sanitary sewer, anyone?
- Move to approve.
- Move to approve by Alder Johnson.
- Second.
- Second by Alder Galvin. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Revenue transit, page 198, 199 in the book.
- Parking division would be next.
- All right, parking division, page 196.
- Move to approve.
- Motion approved by Alder Johnson.
- Second. Second by Alder Galvin. Discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.

- Opposed, nay. Motion carries. Could you next put the two sewer ones together? It would be a little less confusing. All right, storm sewer is next, page 197. And possibly, nope, it's just 187.
- Move to approve.
- Move to approve by Alder Johnson.
- Second.
- Second by Alder Galvin. Any discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. We are on transit, 198 and 199. Pretty short. Motions.
- Motion to approve.
- Motion to approve by Alder Galvin.
- Second.
- Second by Alder Johnson. Discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. And revenue Bay Beach, page 200. So it's projected to be up a bit. I think it will be. I think we'll have more attendance. I'm hopeful. All right, any motion on that?
- Motion to approve.
- [Corpus-Dax] Motion to approve.
- Motion to approve by Alder Corpus-Dax, second by Alder Galvin. Discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Did everybody say I?
- Yeah.
- Okay, all right.
- 29, fire consolidation, page 201.
- Electronic page 241. This is gonna be a new page that you have not seen before. Just I quick explain, this is our revenue from our Alloway division. It is really just shown no as a separate line item so that we can see that that is money in revenue that we're getting in from Alloway, but it's not rolled into

the general fund so that we can kind of see the separation of what it costs the City of Green Bay residents versus the about moment that we charged back to Alloway. So you're seeing expenses and revenues, you're able to separate them. Chief Litton would like to talk a little more to that point.

- That's actually the contract with Bellevue.

- Thank you. You're right and correct. I think you achieve that, the reason why Alloway, we have had an Alloway in our budget for many, many years. And if we were to pull it out of our budget and consolidate it and put it in this separate, like we did with Bellevue, it would negatively impact our expenditure restraint. So we have decided to leave it in our general fund. Just be able to report it separately so that we can see the cost of the City of Green Bay, the cost to Alloway and then now this new cost to Bellevue. And so this is the additional money revenue that will be brought in for the Bellevue contract. The expenses are, they completely offset each other.

- So if we amend these numbers, does it force their contract into compliance? So I can't just turn this into 3 million or four or five? No, all right.

- You pop out a deal with f, make a motion to approve it.

- Move to approve.

- Move to approve by Alder Johnson. Second by Alder Galvin. Further discussion? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. And I know I said we take a break at five, but should we push on through and do the last five? I mean, let's push on through. Okay, good. The next is on page 202, which is revenue debt service. I just, page 202 is second from the top 48100, interest revenue, help me understand the minus 60% thing. It means that we're gonna lose that much, we're gonna go down, that much in interest revenue. But I thought we were getting more interest? So help me understand that.

- Okay. So, especially when you're talking debt, you have both sides of the interest. One, you have money sitting in this account that you're holding the bonded money that you have held it because you haven't spent it yet. So you have it sitting in a bank until it's been spent. So we'll get some return, very, very minimal returns right now. There was a time right before COVID we were well over 1%, we were getting for interest maybe 2% returns and then March of 19, it plummeted. And then we're under, in some cases under 0.1%, 10.1. So interest has dropped. This line item as you can see in 2020 actually, we had 147,000 we brought in. Today, we are projecting that 2021 we're only gonna bring in about 35,000. That 80,000 is probably a stretch, but that negative 60% is taking what last year's budget was of 200,000. We took it down to 80,000. Means we are expecting for budget wise that we're gonna bring in about \$120,000 less than we budgeted for last year. There was a time a couple of years ago we had \$750,000 worth of interest that came into this account. So, you know, that is something over the last couple of years we've had to deal with in a budget, is the huge loss in interest revenue for money sitting in your bank because the interest rates are very, very low.

- But on the good side, we pay less for the money that we borrow.

- That is correct, correct.

- Okay.

- And there is a day, there's a hope and goal that there's a day that there's gonna be, maybe years from now, but that, you know, the interest will go back up and then you're just gonna have more revenue that will come into this account.

- I get it. Thank you so much for having that patience with me, I get it. I'll entertain a motion on that. If anybody else, unless there's any other questions?

- Move to approve.

- Move to approve by Alder Johnson, second by Alder Galvin. Further discussion? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. Item 31 revenue, equipment replacement funds, pages 203 to 208. How do we get revenue from replacing equipment?

- We sell the old stuff.

- We sell the old stuff. Okay, got it.

- That is one potential. But on page two or three of the book, that is our IT department. And in those cases they are charging back other inter-governmental, departments for basically IT services. So that is the revenue that you're seeing there. In other cases, the revenue would be a levy supported for fire. It's levy supported to pay for their capital equipment for economic development if you're levy supported or you're in , so yes. Sale of equipment. So yes, several different ways you can have revenue in a capital account.

- All right. Any questions on this account? See none, I'd entertain a motion to approve equipment replacement funds.

- Move to approve.

- Motion to approve by Brian Johnson, Alder Johnson. Second by Alder Galvin. Any other discussion? Seeing none, all those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. All right. Revenue, workman's compensation, page 209 in the book. So again, we have some money probably set aside for revenue for workman's comp and that we're not getting as much interest paid on it. Is that why that went down? Okay, same reasons, okay. Any other comments on this? We're getting close people. I'll entertain a motion.

- Motion to approve.

- Motion to approve by Alder Galvin.
- Second.
- Second by Alder Johnson. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. But just as a small reminder, we still have regular business to do from our other, not to be a Debbie downer. All right, revenue general liability, page 210. Any questions or concerns? Seeing none, I'll entertain a motion. Motion by Alder Galvin.
- [Corpus-Dax] Second.
- Second by Corpus-Dax. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. And finally, revenue health insurance escrow, page 211. Any questions? I'll entertain a motion.
- So moved by Alder Galvin. I'll second it.
- [Corpus-Dax] Second.
- Or I'll give Alder Corpus-Dax the second, okay? All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. We are done. We'll do it all again, Tuesday. All again, Tuesday. It could take longer, it could take shorter. We don't know.
- Chair?
- Yes.
- Would you like a recap of where we're at?
- Sure.
- Okay, I also forgot, I was also asked by Alder Wery to just read a sentence. So I wanna make sure I do that during this meeting, he just said, "Please read to the committee that he will bring his questions and ideas straight to the council since he had to work during this time of this meeting." So I wanted to make sure I read that 'cause that was a request.
- We need you to be that pretty clear in council, but thanks to reading that again.

- Yes, the request came through last night.

- I see.

- So what we have done is that the changes that we have made since the proposed budget was we increased, fire, contractual services by \$6,750, and we increased the pool seasonal salaries by 20,000. And we have increased on the revenue on the EMS fireside about 150,000, which is actually, the net right now would reduce your levy by 123,000, 250,000. So, you know, you're the applicant. You have, you have a couple options either. You can reduce your levy which means the way it's presented right now, instead of a 1% increase that's proposed, it's about a 0.78% increase, or you'd always have the option of, you know, reducing the one-time money and then stay at a 1%. So, you know, those are some of your options. But that's where we're sitting as of now, instead of a 10% increase on the mill rate, it's about 7.5%.

- So we don't really vote on that now, right? We wait, I mean.

- You voted at all three of those changes right now and you already voted to use the 655,000 one-time money. So you really took a vote on all of them. Now, again, if by council time if you decide or tonight you wanna make a change. Now it's not 655, you wanted to reduce that by 123. That's something you could do now. But otherwise you voted on the 655. You voted on the three changes in the budget, where you're sitting right now, it's about a 0.75, 78, increase on the mill rate and about an 8 cent mill rate increase. It was originally at 1% and about a dime. So you've brought it down slightly.

- Which way, which at, and it would be at council, maybe that we would make the decision of what we wanna do, or would we, this committee make a recommendation. We could make a recommendation. Committee, what would you like to do? Are you thinking of any recommendation to make to council? Our choices are reduce the mill rate or don't spend 655 spend like 527 or something around there, maybe 32 or something. Should we just let council decide?

- They're gonna decide anyway.

- Right, do I have the whole discussion, right? Maybe, let's just wait, let's just wait. All right, so the budget portion is now completed. It doesn't look like regular businesses could take us very long. So should we just carry on and do the regular business?

- Sure. Carry on. ♪ There'll be a peace when ♪ Okay, lemme just continue. Consideration with possible action on request to fill the following placement positions and all subsequent vacancies resulting from internal transfers, financial analyst, administration services, and neighborhood complaints inspector. Any questions on that or concerns?

- There's some backup on page 318 of the electronic document in case anyone's interested.

- They're just replacement positions. So, anyone wanna make a motion?

- Motion to approve.

- Okay, motion approved by Alder Galvin.

- Second.
- Second by Alder Johnson. Any further discussion? Seeing none, all those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Report to the claims committee. I looked that over, I had no questions. Does anyone have any questions on the claims?
- Move to approve.
- Move to approve by Alder Johnson.
- Second by Alder Corpus-Dax. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Information or contingency counters at 104650. The next finance committee will be held Tuesday, November 30th at 4:30 pm. And the next personnel committee meeting will be Tuesday, November 30th, at 4:30 pm.
- Alder Dorff, I would like to defer to Attorney Chavez. I'm not 100%. I don't know if we have to approve the whole budget. Now that we've amended all these changes, do we approve the whole budget as one big amended budget as your proposed this whole budget moving forward? I don't quite remember how we've handled that in the past.
- [Chavez] What was the original motion?
- Well, I don't think there really was one, Attorney Chavez. It was like, we did each individual item.
- Yeah, review and approval of the mayor's recommended 2022 budget. And then under that, there was 34 items under letter F. We've made four recommendations or we've made three changes and those have all been approved and each department has been approved separately.
- So I guess it's review and approve the mayor's recommended budget.
- [Chavez] It really depends on what the original motion was. I think that if we took each individual items separately without having a general statement, we're probably okay. But the cleanest thing would be to approve the budget, to provide an F as amended. But if no, like if you literally just took every item separately, I don't know that there's an issue with that approach either.
- And one more thing I will add, you know, at the council meeting, we actually approve a resolution, a final resolution for the whole budget. So, that might be the point in which we do the final budget. But I just wanna make sure we didn't miss something at this meeting.
- Right, and historically the reason that we've also taken up the fire budget at the end, not only the resolution but you're also setting the mill rate, whereas here you've discussed the individual

departmental budgets and individual revenue streams. You'll be making that reconciliation for any differential between revenues and expenses as part of it, that was one of the things that you discussed, was whether or not you wanted to do that tonight or do it as part of the council. So you're gonna be making that reconciliation next Tuesday, anyway.

- Yeah, I didn't remember doing the whole budget at this meeting. This is my fourth time. And I didn't remember ever doing that. I thought we waited till the budget me, but I could be wrong.

- Okay, thank you.

- This discussion happens every year. But I think it's appropriate to vote on the budget as amended.

- Okay. Well, then do we have to make our decision?

- [Corpus-Dax] I'll make a motion.

- You can't, thank you Alder Corpus-Dax for making that motion and, oh, I will second that. But just to talk about it, and do we have to make that decision now on what we wanna do with the leftover money?

- No, I mean, ultimately that's decided by council, but the committee.

- It's already amended, we can just, we'll figure that out. Alder Gerlach.

- But when it comes to council and someone like me has to consider it, I would be looking for a recommendation from your committee that would say that, you know, some kind of recommendation, I wouldn't expect 34 recommendations.

- Okay.

- So that's why the committee votes the budget up or down.

- Okay. All right, okay. Okay, I think Alder Corpus-Dax already made the motion to approve the budget as amended. And I second that. Any further discussion? All right. All those in favor, say aye.

- [Alders] Aye.

- Opposed, nay. Motion carries. The budget has been approved so far by this committee. All right. Now, can we adjourn? Alright, entertain a motion to adjourn.

- Motion to adjourn.

- Motion to adjourn by Alder Galvin.

- Second.

- Second.

- Second by Alder Johnson and Alder Corpus-Dax. All those in favor, say aye.
- [Alders] Aye.
- Opposed, nay. Motion carries. Goodbye. Thanks you guys, it's been a long afternoon.