



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, DECEMBER 14, 2021, 4:30 PM
IMMEDIATELY FOLLOWING FINANCE COMMITTEE
Virtual Meeting. Public may join via Zoom.

A. ZOOM MEETING INFORMATION.

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

B. ROLL CALL.

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

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

Others Present: Ald. Lynn Gerlach, Public Works Director Steve Grenier, Police Chief Chris Davis, Finance Director Diana Ellenbecker, Human Resources Director Joseph Faulds, Asst. Finance Director Pam Manley, Police Commander Kevin Warych, Park Superintendent Andy Krzewina, HR Operations Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

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

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

D. APPROVAL OF MINUTES.

I. Approval of the minutes from November 30, 2021.

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

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

E. REGULAR BUSINESS.

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

a. Civil Engineer - Public Works

b. Park Maintenance Worker - Parks, Recreation & Forestry

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

Motion Passed.

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

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

Motion Passed.

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

2. Consideration with possible action on request to approve wage agreement between the City of Green Bay and International Brotherhood of Electrical Workers (IBEW) Local 158 with a 2% general salary increase effective with the start of the pay period in which October 1, 2022 occurs.

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

Motion Passed.

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

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

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

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

Motion Passed.

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

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

Motion Passed.

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

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

Motion Passed.

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

F. INFORMATIONAL.

I. Consideration with possible action on the request to fill Patrol Officer and Fire Fighter vacancies in 2022 that were approved as part of the budget.

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

Motion Passed.

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

2. Report of routine personnel actions for regular employees.

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

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

3. Next meeting date: January 11, 2022.

G. ADJOURNMENT.

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

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

VERBATIM MINUTES

- Meeting of the City of Green Bay personnel meeting. We will start with roll call. Alder Dorff?
- Here.
- Alder Corpus-Dax?
- Here.
- And Alder Johnson has been excused, he has another meeting that he's at. I'll entertain a motion on the agenda.
- So moved, second.
- And all those in favor?
- Aye.
- Aye, that passes unanimously.
- Aye.
- I'll entertain a motion on the minutes.
- Moved
- Second.
- Okay, I have a motion and a second. All those in favor, say aye.
- Aye.

- Aye

- Aye, okay that passes. On to regular business. Item number one: Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfer. A is a civil engineer on a public works. Does anyone on the committee have any questions for staff on this?

- Move to approve.

- Second.

- All those in favor, say aye.

- Aye.

- Aye

- And that passes unanimously. On to item B of number 1. Park maintenance worker from parks recreation and forestry. Does anyone on the committee have any questions for staff on it? Once... Director Grenier, did you have something to say?

- I did... I appreciate the vote, but I do want to make sure that I let you know, this is for a civil engineer in our utilities division. There are two civil engineers in that division. This is for Caitlin's Alinsky. On Monday of this week, the second engineer in that division did come in and announced his intent to resign. Caitlin is going to be joining a consulting engineering firm in the valley. And Ryan is going to be going to the department of natural resources. So that leaves zero civil engineers in the utilities division. So just so you're aware we are going to be coming to the first meeting in January with a similar request to fill it with another one of the civil. So I just wanted to make sure you were aware of that.

- Do...

- Which is that opinion enough or what do you think it is?

- Sorry. It should go.

- It's a combination of things. The civil engineer or position we're discussing tonight, is a combination. There is a pay increase, but it's also the variety of work that's available to a consultant. It's much more broad based. Many of the managers here in the engineering division, or utilities division. Our prior previous consultants, we came to the public sector, from the private sector. It's not uncommon especially we see that in younger folks to go the opposite direction, the individual who's going to be leaving to go to the department of natural resources, in a regulator role as opposed to an administration role. And that one we have been informed. There is a significant pay increase. I mean, it's a significant increase in responsibility for the individual as well. So I mean we're happy, professional growth and development is something that we strive for. If it can't happen here, if it happens with other employers, employee development is still something we very much support. So we're going to wish him well, I hope he does great in that new job. But with the additional responsibilities those come with substantial pay increase. We have also asked both individuals to partake in the exit survey process that HR provides, so that we can get some meaningful feedback.

- So HR and public works, will start recruiting for both positions. But then obviously we won't fill it until the committee approves that position in January.

- All right, Can we get uncivil engineers for any less than a civil engineer?

- Okay, and in other form, these exit interviews are important. I've known other employees who have left city employment in the past. And from what I'm told, they went to other government entities. They're doing the same job. Getting paid more. And obviously if that entity is smaller than Green Bay, it's actually a lot less stress and work. And I've been concerned, I know that, there's been studies done and you can't do one every year on the City Bay flush out against what other communities are paying. And obviously I think trying to compare private sector to public sector is an apples and oranges thing. And it's hard to do that. But, and I know that you know, your group we'll stay on top of that. But that is a concern. We like director Grenier studies people are actually going to different kinds of jobs. Now once the private sector, one's going to be doing some different things with the DNR and obviously, you know, you always encourage people to better themselves and you know, try to take on more responsibilities and things like that. So, that has just been my concern. So thank you to.

- One quick thing is we typically send out electronic survey for exit interviews, but every once in a while we do have in-person interviews and HR intends to have intensive requests, at least an in-person interview with engineers that are. So, hopefully you can get some additional information from that. And then with the salary study, you know, we are coming up on five years, from last time we did it. I know the first when did recently in 2016, 17, it took us about 30 some years to do that. So let's try and be a little quicker than that. But I do think I'll be getting close to exploring that option and seeing what the costs would be. And I would anticipate it would be less of an undertaking, going you know, the next couple of years cause we just did one recently. So that's something for us to discuss about today

- All right, thank you very much. All right, entertain a motion, or do we get a motion and a second?

- Well, almost be, well we already passed, almost be

- Okay

- Okay

- Okay, all right. All those in favor.

- Aye

- Aye And that passes unanimously. Consideration with possible action and request to approve a wage agreement between the City Green Bay and international of electrical workers. Local 158 with a 2% general salary increase effective with the start of the period in which October 1, of 2022 occurs. Does anyone have any questions for staff on this construction agreement? If not I'll entertain a motion

- Move to approve.

- And second, all those in favor say aye.

- Aye. And that passes unanimously. Our final item. Number three, and update and discussion are in Green Bay professional police association labor negotiations. I'll entertain a motion.

- To move into closed.

- Second.

- All right, all those in favor, say aye-

- I have to read the word. I have to read the words. Okay, here is the words. "The committee meeting closed session pursuant to 1925 Wisconsin statutes for purposes of deliberating, on negotiating public employee

contracts for competitive or bargaining reasons. The committee may thereafter reconvene in open session pursuant to 19.852 Wisconsin statutes. To report the results of the closed session, and consider the balance of the agenda." Now we can vote.

- Okay, all those in favor, say aye.

- Aye.

- Aye. Aye, that passes unanimously. Staff will get us into that closed session.

- No, I move to open session.

- Second

- All those in favor, say aye.

- Aye,

- Aye. Aye, and that passes unanimously. I'll entertain a motion.

- Motion for staff to proceed as directed.

- All those in favor, say aye.

- Aye.

- Aye

- That passes unanimously. All right, let me get my screen back up here. All right, on to informational consideration with possible action requests the fill patrol officer firefighter vacancies in 2022, that were approved as part of the budget, second.

- Place is under informational.

- Yes, that's a good question. It's under information because we had approved all these positions in the budget. and then-

- How could they

- Police and fire commission also do the hiring process of bringing it every single time to personnel. It just allows us more flexibility to get those police officers and firefighters hired. And it's approved in the budget.

- Okay.

- Okay, and Joe, have we ever thinking about like, I've asked before over hire for at least police. You know, trying to anticipate those. I mean, there's budget savings there, obviously from salaries. But if we can give you these kids hired, so they're hitting the street all by themselves. When the guy retiring is walking out the door.

- Yeah, it's been discussed. I think Chris Davis brought that up as well. You know, I think it's a problem we would like to have and we'd like to get there at some point. And I know when we anticipate some of the retirements, we can try and forecast that. So once we have that issue, I think we'll try and try I guess address it then.

- I don't want to take up a whole lot of time here, but just coming soon to a common council session near you. That is one of the things that I want to look at, just in the work. You know, like sizing the police department come per station want to Institute. Almost like a recruiting pool

- Yep.

- Where we can figure out over time and what we have in that training pipeline, at any given time and sort of add that number to the police department. So that we've always got those folks in the training pipeline that we know need. If that makes sense.

- Yeah, absolutely. I agree, I think it's a good idea on a good program. And you know, if you don't mind I'll reach out to you maybe after the holidays to discuss that in further. All right, I'll entertain a motion on that I need a second, I need a second. Okay, all those in favor, say aye.

- Aye.

- Aye. Aye, if nobody has any questions about the report of routine personnel action for regular employees? I'll entertain a motion

- Motion to receive and place on file.

- Second.

- All those in favor, say aye.

- Aye.

- Aye, all right folks. Our next meeting will be next year, January 11th. I'll entertain a motion for a German

- Motion.

- To adjourn second. Alright, then I appreciate everyone's patience this evening. It's been kind of a long one, but well worth it I think.

- So this meeting-

- We can vote

- I'm sorry, all those in favor.

- Aye

- Aye

- Aye, all right. Now we can leave.

- Okay bye.

- Take care everybody

- Have a goodnight.