



MINUTES OF THE PARKS COMMITTEE

WEDNESDAY, OCTOBER 26, 2022, 5:00 PM

In person at City Hall, Room 207. Virtual attendance also available via Zoom.

AMENDED

A. ZOOM MEETING INFORMATION.

I. This item contains Zoom information, instructions, and a link to the Virtual Comment Form.

B. ROLL CALL.

Present: Ald. Chris Wery - Park Committee Chair, Ald. Steven Campbell - Vice-Chair, Ald. Mark Steuer, Ald. Melinda Eck

Others Present: Director Dan Ditscheit, Deputy Director James Andersen, Pat Baye, Ann Moeller, Britney Burkart-LaBar, Nina Robinette, Emily Tyner-NERR

C. APPROVAL OF THE AGENDA.

Moved by Ald. Melinda Eck, seconded by Ald. Steven Campbell to approve. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

D. APPROVAL OF MINUTES.

Moved by Ald. Melinda Eck, seconded by Ald. Mark Steuer to approve. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

E. REGULAR BUSINESS.

I. Consideration with possible action on the request by TDS Metrocom, LLC to approve a Utility Easement in the Beaver Dam Greenway, adjacent to Chantel Street.

Moved by Ald. Melinda Eck, seconded by Ald. Steven Campbell to approve the request by TDS Metrocom, LLC for a Utility Easement in the Beaver Dam Greenway, adjacent to Chantel Street. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

2. Consideration with possible action on a request by Ald. Wery to install an ADA accessible walk at Colburn Park from the pool parking lot to the soccer field.

Moved by Ald. Mark Steuer, seconded by Ald. Steven Campbell to approve the request by Ald. Wery to install an ADA accessible walk at Colburn Park from the pool parking lot to the soccer field. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

3. Consideration with possible action on allowing staff to submit a letter of support to include Ken Euers Nature Area within the proposed boundaries of the Bay of Green Bay National Estuarine Research Reserve (NERR).

Moved by Ald. Melinda Eck, seconded by Ald. Mark Steuer to open the floor for discussion. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

Moved by Ald. Melinda Eck, seconded by Ald. Mark Steuer to close the floor for discussion. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

Moved by Ald. Mark Steuer, seconded by Ald. Melinda Eck to open the floor for discussion for a second time. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

Moved by Ald. Mark Steuer, seconded by Ald. Melinda Eck to close the floor for discussion for a second time. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

Moved by Ald. Mark Steuer, seconded by Ald. Steven Campbell to authorize staff to submit a letter of support to include Ken Euers Nature Area within the proposed boundaries of the Bay of Green Bay National Estuarine Research Reserve (NERR). Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

4. Consideration with possible action on the purchase of one (1) Crysteel HD Contractor truck body for a previously purchased truck chassis for the Forestry Department for the sum of \$34,614, not to exceed \$36,345, from Monroe Truck.

Moved by Ald. Melinda Eck, seconded by Ald. Steven Campbell to approve the purchase of one (1) Crysteel HD Contractor truck body for a previously purchased truck chassis for the Forestry Department for the sum of \$34,614, not to exceed \$36,345, from Monroe Truck. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

F. INFORMATIONAL.

I. Request by Alderman Wery to review Park seasonal salaries and incentives as proposed in the 2023 proposed budget.

Moved by Ald. Mark Steuer, seconded by Ald. Melinda Eck to receive and place on file the staff summary of the Park seasonal salaries and incentives as proposed in the 2023 proposed budget. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None

2. Director's Report on updates and recent activities for the Parks, Recreation & Forestry Department.

Moved by Ald. Mark Steuer, seconded by Ald. Steven Campbell to receive and place on file the Director's Report. Motion carried.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer , No- None, Abstain- None

3. The next Park Committee meeting is scheduled for November 30, 2022.

G. ADJOURNMENT.

Moved by Ald. Mark Steuer, seconded by Ald. Steven Campbell to adjourn.

Motion Passed.

Yes- Steven Campbell, Melinda Eck, Chris Wery, Mark Steuer, No- None, Abstain- None.

VERBATIM MINUTES

- Is that the signal?
- We are recording.
- Super secret signal. All right. The Parks Committee, October 26th, will come to order, and we'll note, Alder Campbell, Alder Eck, Alder Steuer, and Alder Wery are present. Can I have an approval of the agenda?
- A motion to approve.
- Second.
- Motion by Alder Eck, second by Alder Campbell to approve the agenda. Any changes here? Those in favor?
- Aye.
- Aye.
- Aye.
- Opposed? Motion carried. Approval of the minutes?
- Motion to approve.
- Second.
- Motion by Alder Eck, second by Alder Steuer to approve. Any discussion? Those in favor?
- Aye.
- Aye.

- Opposed? Motion carried. Let's get to business. Number one, consideration of possible action on the request by TDS Metrocom, LLC to approve the utility easement in the Beaver Dam Greenway adjacent to Chantel Street. Direct order.

- Yeah, so this request is very similar to all of the other requests that have come forward by TDS Metrocom. So they're requesting the utility easement in the Beaver Dam Greenway, just south of Kennedy School, just east of Chantel Street. So one of their standard above-ground utility cabinets will be placed within the easement, as shown in your agenda packet. And just so you know, the law department and public works have reviewed this easement. They have no concerns with it. Just, it's very similar to all of our other easements. If you recall, at one of our previous committee meetings, we also talked, and gave approval to WPS to put an easement in this general vicinity. We did verify with WPS that this easement will not conflict with their easement. So, I think from a review standpoint, everyone's okay with it on the city's end, and utility end of things. And so I would just recommend approval.

- Any questions?

- It's in my district, but I really don't have any questions.

- Motion to approve? I motion to approve.

- Second.

- Motion by Alder Eck, second by Alder Campbell, to approve any discussion of that. Those in favor?

- Aye.

- Aye.

- Aye.

- Opposed? So, that motion carries. Number two, consideration with possible action on a request by Alder Wery to install an ADA accessible walk to Colburn Park from the pool parking lot to the soccer field.

- So this is coming back?

- Yeah, so this project was discussed at the May 26th Park Committee meeting.

- Yeah.

- And the motion at the meeting was to hold it until we knew how much funding remained from the reconstruction of the Ninth Street parking lot. So and if there was any funding left over, you wanted to know how much was left, and then you would decide whether or not you wanted to fund this project or not. So, we did bond \$200,000 towards the resurfacing of the parking lot. The cost, the final cost, came in right around \$75,000. So there was a considerable savings because we didn't have to disrupt the base. The base was pretty good, which saved us some money. So that leaves approximately \$125,000 to go towards other projects. And this area that is being considered for a walkway, there's a map in your agenda packet showing specifically where it would go. And this area does get a lot of use by the public. So people do walk from the adjacent pool parking lot to that soccer field on many weeknights in the summers. In addition, this area is also the central starting point and finish line for the cross-country meets. And from a staff perspective, we do agree that an ADA accessible walkway would be beneficial in this location. The only downside is the cost to install that walk. And it will be a fairly expensive walk to install. We have not completed detail engineering yet, 'cause we weren't sure where this discussion was gonna go, but our preliminary estimate is in the range of \$50,000 just to install that walkway. The reason that it's so much, is the paving itself would cost about \$25,000, and the rest

of it would go towards site work. So there would have to be a substantial amount of recreating to make it ADA accessible, because it is a kind of a steep walkway, or a steep hill right now. So we would have to do some extensive grading, and in addition, we would have to do a survey to make sure that it's installed to ADA requirements. But then finally, the other cost that needs to be considered is, if we disturb X number of feet within the park, we do have to do stormwater management. And so, more than likely this would kick that requirement in, which means we would have to hire a consultant to do a little stormwater management plan just to handle the stormwater for this walkway. So in essence what we would end up building is probably a little rain garden off to the side, and that would probably be sufficient to handle it, but per city ordinances, we have to do that whenever we disturb X number of feet on any park. So that's why the cost of installing walkway is so high in this particular location. I still do think that it's worth considering funding it, and if the city, if the park committee, and city council would like to move forward, I would just recommend approval of the request. And then we would use this funding source to pay for it. Again, this is a rough ballpark estimate, so it might come in higher as we start progressing, but there is plenty of money in that account to proceed with it, if that's your desire and your wish. The rest of the funding that remains, usually how we handle that type of funding, is when we bid out projects that, you know, we use bond funding for, some projects come in under budget, some projects come in over budget. So we kind of use the over-budget, or the under-budget projects, to pay for the over-budget projects so that we don't have to go back and ask for additional money. So any money that's left over would put towards any cost overruns for any other bond project that was already approved and funded if there's a need for it.

- Thanks, Director. Alder Steuer?

- Okay.

- I don't want to-

- Oh.

- He signaled me early on.

- Oh, okay.

- Feel antsy about talking.

- So my, I just have a question. So when you're saying there's excess, if there's excess from the parking lot, can it go to any park, or does it have to go, are there any, like, limitations of what it can be used for?

- Like I said, we, it's to park director's discretion to use it for projects that are already approved and funded, but we have a shortage of money for.

- Okay, so it doesn't have to be like, well like you were saying, the one that was the water feature, it had to be another water feature. Does it have to be-

- So like another, you know

- I understand the question. In this case, it was specifically bonded for paving.

- Okay.

- And so we would put it towards another paving project that went over budget.

- Okay. And that walkway, does it have to be paved? Because I've seen walkways with the ADA that's more like that, kind of like a rubbery type of material.

- Yeah, the most cost-effective way to do it would be crushed gravel that's compacted, so that it's not a loose stone that slips when people are on it. The only issue with that is, there's a maintenance aspect to it. So in order to keep it gravel, unless it's literally walked on heavily every single day, you're gonna get weeds creeping up into it, and then we'd have to come in on a periodic basis and spray it with Roundup. And we know, we're trying to limit the amount of Roundup we use in our parks, and then in addition, because this is a ramp, and it's a hill, there's always the possibility of washout with that gravel. So gravel is the most cost-effective way to make an ADA-compliant walk. The second most cost-effective way is asphalt, which is what we're proposing.

- Thank you.

- Do you, do these get maintained?

- Oh.

- Are there-

- Alder Steuer is next.

- Sorry.

- That's all right. We'll come back.

- Thank you, Chair. So the \$50,000 for the walkway, you said \$25,000 for site work, \$25,000 for paving. Does that, you said that the cost could possibly go up from that?

- At this point, that's a preliminary engineer's estimate, and we haven't done detailed estimating yet.

- Does that include survey work and that type of thing?

- That's included in the \$50,000.

- Okay. All right, and then piggybacking on what Alder Eck said, you know, the \$125K for other projects, so it's only for bonded projects?

- Yeah, typically. Yeah.

- Okay.

- I mean, like I said, you know, we have projects that come in over budget, projects that come in under budget, and we usually, they all balance out in the end, usually.

- I'll just postpone Perkins's parking lot.

- But at Perkins this would not be enough to complete Perkins, so we would need additional funding. And Perkins is in our five-year CIP, I believe next year in 2024.

- Okay. I'm good. Thank you.

- Thanks Alder Steuer, Alder Campbell?

- Something like this, is this maintained during the winter too?

- In this situation, probably not, because that field only gets used in the spring, summer, and fall. There really isn't much winter use in this area. If there ever is for any reason, then we would plow that.
- Parking lot too?
- Yeah, the parking lot we do plow.
- Okay.
- But the walkway we wouldn't unless there's a use down in that soccer field that would warrant us to shovel it or plow it.
- Thank you.
- Yep.
- Thanks, Director. Obviously I'm for it. It's a long overdue, I think. I've been talking about this for a number of years, having gone there with my wife and kids, and refereeing there, and seeing people having difficulty coming down from the parking lot and back to the parking lot. So I'm glad that there was leftover money, so we don't have to go searching for it. 'Cause it's part of a project that was already approved, so it's leftover money. And then we'll still have money left over to maybe go towards another park if there are other parks. Like, Colburn.
- Beaumont.
- There's Beaumont. I can't think of any others. Marquette.
- Farlin.
- I'm kidding. I'm kidding.
- We have a lot of parks.
- So.
- Not an easy one.
- Notice I was speaking about District 8 parks. You caught that? What are your wishes for this item, obviously?
- Well after that comment, I don't know.
- You still for it?
- Well this, Perkins Park, I guess, is over there too.
- A motion to approve.
- Okay, well-
- Second.
- No?
- All right.

- Well?

- Well you were saying \$50,000, but it could be more than that, but this is the ballpark figure.

- It's ballpark, I would recommend not capping it. We either want to do the project or we don't.

- Okay.

- And we have sufficient funds to cover it. We can't get partially through it and spend those kind of dollars without fully doing it. I'd hate to hire consultants to design stormwater management, and then bid it out, and find out it's more than \$50,000 and we just decide not to do it. So I would recommend we either fund it or don't fund it.

- Okay, I was just thinking, you know, it wouldn't be a way to spend all of it on this. I would hope not. Okay. That's it.

- All right. Any other comments? Those in favor?

- Who seconding it?

- Those in favor?

- Aye.

- Aye.

- Aye.

- Aye.

- Opposed? Motion carried. Thank you. And number three. Consideration with possible action and allowing staff to submit a letter of support to include Ken Euers. Is that right? Euers? Euers?

- Yes, Euers.

- Ken Euers.

- I always say it wrong, Nature Area within the proposed boundaries of the Green Bay National Estuarine, Estuarine? Research Reserve. N-E-R-R, Estuarine?

- That's an interesting word.

- Estuarine.

- So yeah, I'll give you a brief synopsis of what this proposal is all about. We do have Emily who is sitting in on this virtually. She is kind of heading up this endeavor on behalf of the entire region. So, you know, once I give a brief description, I would definitely recommend that you open it up for questions and comments to Emily. Because she probably has all of the answers for you. So, I'm going to kind of summarize, real briefly, what's on their website. 'Cause I think that that is really the best description of what they're trying to achieve and accomplish. So I've literally copied and pasted this, and I'll talk to you verbatim about the program itself, so. This National Estuarine Research Reserve system, which is abbreviated as NERR, that's how most people refer to it, is a national network of 30 sites across the coastal US, including the Great Lakes. And it's designed to

protect and study estuaries and their coastal wetlands. So the mission of the NERR system is to practice and promote stewardship of coasts and estuaries throughout, through innovative research, education, and training using a place-based system of protected areas. This program is established through the Coastal Zone Management Act, and the reserves represent a partnership between NOAA, which is the National Oceanic and Atmospheric Administration and coastal states. So NOAA provides funding and national guidance, and each site is managed on a daily basis by a lead state agency or university with input from local partners. So for Green Bay NERR, or the proposed Green Bay NERR, the University of Wisconsin Green Bay is leading up this designation process. So at the local level, of Green Bay NERR will offer a coordinating force to manage, restore, and protect Green Bay ecosystem with a programmatic focus of four sectors, which includes research, education, stewardship, and training. And Green Bay is the world's largest freshwater estuary, and the concept of citing a NERR in the Green Bay area has been in discussion for many years now. So new National Estuarine Research Reserves are designated through a six-step process that usually takes four to six years to fully complete it. We're currently in step two. So right now we're just talking about a proposal. It is not approved by any means. There's a lot of steps ahead of us if we want to continue with the discussions on this. So the stage they're in right now, it includes public outreach, establishing criteria used to select a site, and then the nomination of a final site recommendation to NOAA. So tentatively, the selection committee did select Ken Evers Nature Area included within the boundary of the NERR. This boundary extends to other communities, so it's not just Green Bay. And right now Green Bay, or Ken Evers Nature Area, is the only location within the city of Green Bay that's being proposed to be included in the NERR designation. So really the letter that you see included in the agenda packet, it just shows support that the city sees the benefit of including Ken Evers within the designation. And that as a city, and City Council, we support this, continuing with the process. If the NERR is actually approved at the final stage, it would be the third National Estuarine Research Reserve within the Great Lakes. So there are two other ones, but this is the only one in the Lake Michigan-Huron area. So we're pretty excited about it. It's an exciting opportunity for the region as a whole, and the city of Green Bay to be included within this designation, or even being proposed to be included. So I hope that that gives you kind of a brief synopsis of what the program is and the benefits that it entails. And at this point, I mean you can direct questions directly to me, or I would probably recommend that you open the floor and ask them directly to Emily.

- Thanks, Director. Well first we'll start with Alder Steuer here. See, if he has any-

- Well, maybe I will wait. Thank you, Chair. As far as costs or anything, is there anything that, that the city would be on the docket for?

- Yeah, and Emily can speak to that more, but there really is no cost to be, that I'm aware of, to be included in this designation. In fact, there's a lot of benefits that come along with it. There's other grant opportunities and research opportunities that we could utilize that funding at Ken Evers, where currently, it's not available to us. So it actually provides additional funding for us.

- Motion to open the floor.

- Motion by Alder Eck to open the floor.

- Just wanted to finish one more question.

- Okay, hold that thought.

- We'll come back to it.

- Motion by Alder Eck to open the floor. Is there a second?

- Second.

- Second by Alder Steuer. Those in favor?
- Aye.
- Aye.
- Opposed? Motion carried. All right, anybody here for item number three?
- I will... you are unmuted now, Emily. So for the record, can you just give your name and address? And then we'll go to questions. Or you can give us, even add more information than what I stated.
- [Emily] Sure. Thank you very much for... Can you guys hear me okay?
- Yes.
- Yes.
- Yep, okay. So, I'm Emily Tyner, I'm the director of Freshwater Strategy at University of Wisconsin, Green Bay. And, sorry, what did you ask me to do, Dan?
- If you wanted to add to my description, feel free.
- Oh, yeah sure
- Otherwise we can just open it up to questions.
- Yeah, great summary. I can tell it's from the website, description on the website. The few things I'll say... well first of all, I'm sorry I can't be there. I'm actually at the national meeting of all the NERRs across the US, in Seattle. And this is the first time we've met in two years. So it's really exciting for me to be learning about what NERRs do on the ground and other sites across the US, including Lake Superior and up Lake Erie. Just a few things that I'll just add is, the NERRs system is really all a partnership organization between state and NOAA, and then all of the land-owning partners on the ground. And the city of Green Bay would be one of those partners. So it's truly a buildup partnership. So it's all about, yeah, making sure that the work that we do aligns with the work, how the land is already managed by those partners. Partners are involved in decision making. So nothing really changes there. I'll also make sure to add that this is a non-regulatory designation. So no changes to land, to hunting, fishing, skiing, commercial boat traffic. The activities that already happen on your lands, nothing would change there. And there's really no changes as to how lands are managed, or use of those lands, because of the NERR designation. Which is all one... So NERR is a platform for kind of thinking about conservation across the region, like control the basic species, or restoration projects. A way to coordinate activity on different types of lands across the regions. But the NERR couldn't, or won't impose how lands are managed, because that is not a regulatory group. And a question about funding. Yeah, there's no kind of pay-to-play. And as Dan said, there's lots of opportunities to bring in additional funding by being part of the NERR boundary. I guess the only commitment from the city would be time from a park staff member to help serve on an advisory capacity for the NERR when it's up and running, because your lands are included. But that shouldn't be too burdensome, and I imagine if we don't all wanna participate together in those meetings, we make it work. So the only commitment really is time to be part of this NERR process of planning and management. I can take questions, but that's really all wanted to say. It was a great summary that you provided.
- Thanks Emily. Questions from the committee?
- Yes, I have one, Emily.
- Go ahead, Alder Campbell.

- What exact kind of management are we talking about? Just preserving it? Improving it?

- Yeah, I mean it's... How the lands are managed, that's the city's call. It's not, we don't make this, like the NERR itself, like, it's the same how it's managed or changed. The system as a whole, the goal is restoration, conservation, like, public access is huge, all lands have to be publicly accessible to be included in the reserve. So if, for example, the city wanted to cut off public access in ten years, then that would change the relationship, because it's not like you have, you have to have public access on these lands. But manage, in terms of like the coordination management, that is more things for like how bases are treated, or how you might a land area. But again, it's the city's ultimate call on how lands are managed, because provided by.

- Isn't there currently a project going on funded or granted through Ducks Unlimited right now?

- [Emily] Mm-hmm, yep.

- Going on out there?

- [Emily] Yeah. The Great Water Project?

- Whatever it's called, I can't remember the official name.

- I think they're talking about the second wetland, managed wetland, that we're proposing out there.

- [Emily] Oh, okay. Yeah, yeah, no impact on that, and that's exciting for us to hear about. And so actually what happens now is, we're in a site selection phase. Next year, pending the approval from NOAA on all these proposed sites, we are gonna be really pressing to the university to be the lead on this project. We'll be writing a management plan for the first 5 to 10 years of how they're gonna operate. Want to have representation from the park, so they're sitting on our working groups to help us write those plans, and think about what management even means, and what it looks like to have lands in the reserve. 'Cause, yeah. We write this plan for ourselves for the region. So we can write in the things that you're discussing here, and all these plans that you outlined.

- And I will tell you that, you know, the city's staffs' vision of the Ken Evers Nature Area meets exactly the goals of this designation. So it's a natural area. We want to keep it a natural area, we want to continue to enhance it as a natural area, including as much public access as we can. And so we'll team up with, we'll continue to team up with Ducks Unlimited, and we'll continue to team up with other organizations, and take advantage of any grant opportunities to enhance the natural aspect of that facility.

- So, by the city getting involved, this might be directed more toward you and the word boundaries. So how far out, and, you know, further down in the lower bay, you got city issues versus DNR issues. What do you call it on, you know, who is, for instance the duck hunting, and who, you know, patrols it and so on like that? So, this is gonna be very similar, I would assume, just like the city? So with the city, city already owns it, correct?

- Mm-hmm, correct. The city owns it.

- So the same boundaries exist down by Bay Beach, down further in the lower bay, all the way-out Green Bay. So, our patrol, which even now, even if we're not part of this, still handles the municipality rules of hunting and, or whatever, trespassing. Call it whatever you want. But that's correct, I'm just clarifying it. I'm not questioning it. And then as far as boundaries go, it would be exactly the Ken Evers designated area?

- Correct. So the-

- Then how far out into the water does, is that considered I guess?

- Yeah, so the proposed designation within the city boundaries would be the Ken Evers area, which is the official parkland area. I guess I don't have that answer. I don't know, Emily, if you know that, how far does that carry out into the water? Is it a hundred feet, or is there no boundary set?

- Yeah, we're right now working on drawing the water boundaries, and I mean, the word boundaries is what it is. But it, there's again, no regulation on those boundaries. They're mostly just for our research purposes because you get certain funding for doing work within your boundaries. So we wanna have some sort of water presence. So we could do monitoring and work with you on nearshore science research that you want to do. We're following, I think we're gonna follow the five-meter contour. We're working on drawing up those boundaries, what that map looks like on the five-meter line. And I can share that with you, Dan. But, yeah, boundaries just means where we do concentrated research. No change on regulation or how those waters are used.

- And one thing to know, too, is these national estuaries are very... they attract a lot of tourism throughout the region. So it's really, from a tourism standpoint, it's really beneficial to have that designation locally. There aren't a lot of communities that can offer that designation, but I mean, you've been to a lot of these other ones, Emily, and they are very heavily attended. And so I see this as, you know, just a really good option for the city. And I would recommend taking advantage of this designation, because it's gonna bring a lot of tourism and a lot of presence to the city for people who want to come and enjoy the shoreline, and everything that the bay of Green Bay has to offer.

- Yeah. Speaking to tourism, I've been emailed already from people who just found out about, who knows about NERRS, and saw our name on the website "We're visiting Green Bay", and asked me, "How can we come visit the NERR? We're coming to the region. We wanna learn more about the NERR." We're not a thing yet, so we can't, there's nothing to share yet. But yeah, people have like, the same way people visit national parks. There's a network of folks that go to these NERRS to visit them, 'cause they're really in spectacular sites around the US, coastal sites. It can elevate Green Bay as a national site to visit, an estuary site to visit, by joining this network.

- All right. I appreciate it, Emily. Any other questions? Anybody else in cyberspace? No?

- Thank you for coming.

- I'll make a motion, entertain a motion to return.

- Motion to close the floor.

- Second.

- Motion by Alder Eck, second by Alder Steuer to close the floor, return to regular order. All those in favor?

- Aye.

- Aye.

- Opposed? Motion carried. Alder Steuer?

- Thank you, Chair. Dan. Might be a little bit of an aside, but you know, that's no small concern about the road that goes into Ken Evers. Uh, yeah.

- That if we become a NERR, so to speak, I think that would have to be looked at, definitely.

- I think that that needs to be looked at whether we become a NERR site or not so.
- I figured that's one way to do it.
- It's only accessible by horseback.
- That's a DPW thing though, right?
- Maybe there's a grant.
- The horseback.
- The horseback, yeah. I've been back there.
- Whatever works, I don't care, but that has to be improved.
- [Emily] I can say I was-
- And Emily, my apologies, we have our floor closed right now, but we can open it up if you had something else you wanted to add. Did you want us to?
- Oh. I can talk about paving a road if that's helpful.
- Motion to open the floor.
- Okay. Second.
- It's motioned by Alder Steuer, second by Alder Eck. Those in favor?
- Aye.
- Aye.
- Aye.
- Opposed? Motion carries. Okay. The floor is open. Go ahead.
- Okay, speaking to paving there is a pot of money for NERRs called PAC, Procurement, Acquisition, and Construction. And once lands are designated, even if they're not owned by the program that their entity is, but their park is in their boundaries, you have access as our partners to these funds, and they're used for boardwalk construction, ADA accessibility ramps. So that becomes a pot of money, a federal pot of money, that you have access to designation.
- Sounds good.
- Excellent.
- I do have one more question for you, Emily, since we're still in open session. How long do you think the remaining portion of the process will take before it's official?
- [Emily] Yeah, so the stage we're in now is site nomination. We're hoping to have our site nomination packet to NOAA at the end of next month, and they take a few months to approve it. And then once they get past

that, we can move on to the next stage, which is writing a management plan. Our goal for designation, and also NOAA, the federal government's goal, is the end of 2024. We finish by then, and the up and running is reserved in early 2025 with staff and programming.

- Thank you. That was my only other question.

- Thank you. Any questions?

- As long as the floor's still. So, I know there was a restoration project of the islands out there, I don't know if that was a county thing. I mean, it took quite a few years to get that out there.

- Mm-hmm.

- Is that a... I'm sure it wasn't a city thing. It had to be a-

- County.

- County or something beyond that. I'm just wondering if this is-

- Yep-

- I mean I think this all kind of works together.

- The NERR designation, and Emily can speak to this a little bit more, but it's not just Ken Euers, it expands both west and east. So I'm pretty confident that the Cat Island chain, which is the islands you're referring to, is in the designation. Oh, it's not?

- [Emily] No.

- Okay, I'm sorry.

- [Emily] So yeah, Brown County land is in designation. Like . . . but I think with Ken though, is because Brown County owns like the lake end, but the project is run by Army Corps of Engineers. And it's not explicitly publicly accessible at this time. Cat Island can't be included. But long term, when the Cat Island chain gets transferred from the Federal Army Corps to Brown County, then we would write it into the boundary. So at this time we can't include it, 'cause it's not a publicly accessible site.

- That was my boundary thing that I was talking about.

- But there are other sites to the west-

- Yeah.

- And to the east, and I, you know, I think there's even a site up in Door County that's being proposed to be included.

- Alright, I'll motion to close the floor.

- Motion to close the floor.

- Second.

- Alder Steuer, second Alder Eck. Those in favor?

- Aye.
- Aye.
- Aye.
- Opposed? Motion carried. What are your wishes?
- Motion to approve.
- Motion by Alder Steuer to approve.
- Second.
- Second by Alder Campbell. Any discussion on that? Those in favor?
- Aye.
- Aye.
- Opposed? Motion carried. Good luck. Full steam ahead.
- Thank you, Emily.
- Thank you.
- Good work. Number four, consideration of possible action on the purchase of one Crysteel HD contractor truck body, for a previously purchased truck chassis, for the Forestry, excuse me, department for the sum of \$34,614, not to exceed \$36,345 from Monroe truck.
- So at the September 28th Park Committee, you approved purchasing a cab and chassis signal-axle truck frame from Packer City International Trucks for \$88,600. At the time when we approved that, we mentioned to you that we did have to quote out the truck cab separately, and that's what this is. So the purchasing department did quote this out through a Sourcewell contract. So that's a company that competitively quotes out equipment, and then municipalities can just go to them and purchase through the low vendor. So they, Sourcewell, does the quoting for us, because we're already going with the low quote if we use them. So it's an accepted practice that we've used many times for all of the departments within the city hall. So in this situation, the proposal is to purchase it from Monroe Truck for \$34,614, not to exceed \$36,345. It's kind of strange how that's worded, but I just want to give you a little bit more information about why it's not to exceed. And that is because we purchased the chassis from a different vendor. And so if they get the chassis by a certain date, then they'll honor the lower price. But if it extends beyond that date, then they can charge a 5% increase to the fee. Purchasing is acceptable to that. We're acceptable to it. It's a fair understanding there. So that is why it says not to exceed \$36,345.
- What kind of a vehicle is this?
- It's a forestry vehicle. So it's a truck is what it is. So it's kind of a flatbed truck that, I believe it holds, you know, a lot of their larger logs and stuff.
- Any questions? Any motions?
- Motion to approve.

- Second. Motion to approve by Alder Eck, second by Alder Campbell. Any discussion? Those in favor?

- Aye.

- Aye.

- That motion carries. Informational request by Alderman Wery to review park seasonal salaries and incentives as proposed on the 2023 proposed budget. Everybody has the full handout.

- Yeah, so the handout that I gave to everybody is the same handout that's in the agenda packet. I just thought it'd be easier to see it on paper as we're talking. So in 2022 the budgeted park seasonal salary was \$967,071. I didn't write that on this information, I apologize. And in the 2023 mayor's proposed park seasonal salary budget, it increases to \$1,379,157. So it's a significant increase, which comes out to \$412,086.

- What's the percent on that?

- So the majority of this increase is actually not due to increasing the seasonal salaries to what you see. The majority of it actually came, because we added the Green Bay Conservation Core Program to our 2023 budget that was not approved and funded in 2022. So the seasonal salary, just to run that program, is \$289,800. That increase in seasonal salaries is actually offset by the grant that pays for it. So although there's such a big significant increase to our seasonal salaries, a lot of that's offset by the revenue source that comes along with that Conservation Core. So if you subtract out the dollars for the Conservation Core Program, the actual increase to the city budget due to the wage rate increases, is \$122,286 in the proposed mayor's 2023 budget. So some of that increase is actually due to increasing our program. So we've increased the number of staff that we need to do better programming, or the hours have changed. But the bulk of it is for a 10% increase for all seasonal employees. So you know, we had a lot of discussions with the mayor's office about how to handle this in the city budget. What's the appropriate rate to actually propose an increase to? What you see in front of you, and what was attached to the agenda packet, is what the final budget showed. Now, I will tell you that that's not necessarily what the staff's recommendation was going into the budget. We recommended a substantially higher raise, and as we talked that through with the mayor, we settled on a 10% raise across the board for all park seasonal positions. And that was done for several reasons. One was, it's significantly more to add to the budget to do what we proposed as a staff. And we didn't know what the other initiatives were out there with the other departments. We were just looking internally within our department, where our needs were. And so, I'm gonna hand out another sheet for you, which shows what we actually proposed to the mayor initially. And as you can see, the prices are much different than, well not much different, but they're different from what ended up in the budget. So if you look here at the red items, so let's use a pay grade A, step one. So in the mayor's proposed budget, it jumped from \$10.56 an hour to \$11.61 an hour. What we actually proposed as a starting point was \$13.00 an hour. Now as the pay grades increase, obviously those dollar amounts increased also. And in essence, we went up an extra dollar for each pay grade as we progressed from pay grade A to step one. So as you compare that to the city budget of what we proposed, versus what ended up in the budget as a whole, you would have to increase the budget by \$226,214. So when we discuss this with the mayor, I think-

- If I could, Dan, I'm just gonna, is that over and above?

- That's over and above what's already in the budget.

- Gotcha.

- Correct.

- The \$226,214 would be on the original?

- What's in the budget right now is an increase of \$122,286.

- Yep.

- If you wanted to implement the sheet that I just handed out, you would have to add an additional \$226,214 to the budget. Obviously that's a pretty substantial increase to the budget. And as we reviewed this with the mayor and other staff, I think we all feel that what staff originally proposed is probably more realistic to what others in the community are paying. And when I say others, what I mean is other seasonal jobs you get at QuikTrip, Walmart, whatever. And also other municipalities, what they would pay if you would go to work for De Pere, or et cetera.

- And I appreciate that, and that's what I had asked for. And I don't know if that's what others had asked for to make this competitive with those around us.

- Yep.

- 'Cause if we go up a sliver.

- Yep.

- You're still behind it.

- Correct, and I don't think the mayor or anybody else would disagree with that. And I don't wanna speak for him, but you know, I have had these discussions with him, and this is what he relayed to me. That he's supportive of, you know, he agrees that what we proposed as a staff really is probably more in line with industry standards right now, and other communities. It's just where do we find the funding for it?

- That's interesting because his budget went up \$8 million, so an extra \$200,000, in an \$8 million increase, which is the largest increase we've seen in 20 years, seems like a slight to your department in my opinion, so.

- And I guess I don't see it the same way. I see it as, you know, it still is a pretty substantial raise of 10%, compared to other raises we've gotten in the past for seasonals. That's in the 20 years I've been with the city, a 10% raise is more than we've gotten any year for any seasonal improvement.

- Proposed one year for original? What was the-

- The one you just handed out.

- The last one.

- Percent wise, 10% versus?

- I didn't do a percentage, but if I were to guess, I'd say it's probably a 25% increase, but it's different for each position. That's just a rough ballpark. Now what I will tell you is, for every dollar that you increase, above what the mayor proposed in his budget, you have to add approximately \$90,000 to the budget. So you know, if you just want to do a straight dollar increase above and beyond what the mayor proposed, add \$90,000 to the project. So I guess what I'd like to talk a little bit now about is kind of other-

- Or make cuts.

- Or make cuts. Yes, correct. And that's an option as a Joint Personnel Finance Committee and the City Council, those are the decisions you're gonna have to make. I think we've put together a proposal that kind of balanced things out as well as we could.

- Pretty thorough. You did a nice job of really putting this together. Like I said, I think the mayor is in agreement with this. It's just, you know, where do we find the money? And those are the discussions we're gonna have to have moving forward. But what I'd like to kind of turn to now is, a little bit about what we've done over the past year, how to add or increase our presence to try to find more seasonal staff. And also what we plan on doing in the future. So I'll kind of, you know, pass it on to James to kind of talk about that a little bit more. I guess one thing to note here that I forgot to mention is, those numbers I gave you did not include Bay Beach Amusement Park. Bay Beach Amusement Park has its own budget, the taxpayers do not fund anything for Bay Beach. Now I did show you in those sheets that I gave you, what the hourly increase was of what we proposed, versus what ended up in the mayor's proposed budget. But that doesn't really give you the big picture for Bay Beach. So one thing I just wanted to mention is, the seasonal salaries for Bay Beach went up 16.8%. The jump from roughly \$1,102,000 to roughly \$1,287,000. Part of that is an increase due to our rides. So we're getting a new ride next year with the NebulaZ. We also strategize, or we, you know, the number of days aren't always the same from year to year either. So part of that 16.8% increase is due to just staffing needs, and hour changes based on number of days, but then we also built in a 10% increase into all of their wage rates too. So you'll see that on the bottom in the mayor's proposal, that also includes a 10% increase for Bay Beach. But like I said, that wasn't included in the initial description I gave you, because Bay Beach has its own budget.

- Could you, Dan, send me a digital copy of this one? The one you just handed out.

- What I plan on doing is adding that to the City Council budget, or not the budget. What I plan on doing is adding it to the City Council agenda packet.

- Both of them?

- You're talking both?

- That one is the second one, your initial proposal.

- Correct, the initial one's already in the Council, or will be in the Council agenda packet. I am going to include the second one that I handed out.

- And if you could send that to the committee too.

- Sure.

- I'd like forward that to the floor. Question, Alder Eck?

- Okay.

- And then Alder Steuer. So the Bay Beach one, which you said basically has its own budget, so then are you implementing your initial one then? It sounded like it's a separate thing. You are proposing a higher rate, because it's a separate budget, not under the other? Are you going to go with the higher rate than?

- For the 2023 proposed budget that the mayor submitted, it included a 10% increase for all park seasonal employees, including the Bay Beach-

- Okay. So that includes-

- Positions.
- Bay Beach, okay. I thought you were gonna go with a different rate just because it's a different-
- No.
- Budget. Okay.
- Thought your proposed was 16-
- Alder wait, Alder's Steuer, then we'll come back.
- He needs to raise his hand. Go ahead. Go ahead.
- We'll get you in there yet. I'll just start.
- Oh, he told him to go ahead.
- No, no, go ahead, Alder Steuer. Stop deferring.
- All right. Thank you, Chair.
- Alder's first.
- Dan, I was gonna ask, or James, or the staff that's here too. Is anybody gonna speak to some of this?
- Yeah, so I guess kind of the next thing I wanted the staff to talk about was a little bit about what we've done above and beyond just the budget, and how we're trying to attract seasonal employees, 'cause that was part of the discussion too. It wasn't just the hourly rate; it's what else are we doing? And how can we improve it? So from there I'll kind of pass it on to James.
- Well, I had one more point. I know Mark Buran is here from the parks, and I know that you, the folks are back there as well, and I've talked to Nina already as well. And I think one of the things that we've talked about with the city, with the budget is that, you know, staying competitive with wages, you know, with staff. So I think that, you know, for morale purposes and a few other things, it's very important. So I'll be very interested to hear what they have to say. I'm done.
- We don't need to open the floor?
- No. Did you have a question?
- No, just mine was just the 16. Was that correct? 16.8% for Bay Beach on your proposal?
- Not on mine. That was what ended up in the mayor's proposal. No, I said that includes a 10% increase to the hourly wage rate, but then the hours change, and the number of staff we need changed, which made up the other 6%.
- The one you handed to him?
- The one we handed out, if you wanted to meet this wage rate, and the one I handed, I'd have to run the numbers, I didn't run that. But it's roughly \$100,000 you would have to add to the Bay Beach budget to meet the pay scale that we initially requested.

- For instance, you gave us the, if you added \$1 per hour, \$90,000 on the park staff, not Bay Beach. That's what you said. If you added-

- I can tell them what that is.

- Well you said that I wrote it down.

- Yeah, yeah.

- I know what you're asking, and I think I have that answer for you.

- Okay.

- So if you do the same thing, a dollar an hour for the Bay Beach staff, that's what I'm asking, I guess. Where does it start? Where does it end?

- They're their own fund?

- I am going-

- So it's separate.

- I'm gonna have to get back to you on that. I believe it's \$20, around \$22,000 for every dollar, but I would have to verify that. That's a rough guess.

- All right. Your turn. Anybody have any?

- All right, thank you. Well, I guess I'll start.

- Yeah.

- Anybody that's aware of what's going on right now is not naive to the fact that this is a bigger problem than just Green Bay, of course. And we are also competing with those entities that are trying to do the same thing we're doing. It's a dynamic situation, and I think that increasing the amount that we pay our employees, of course, is definitely helpful. And the more we get an opportunity to pay them, the better the situation we'll get. But of course, I'm here to kind of talk about the other side of that, which is all the different kind of marketing, branding, recruitment, different, you know, things to attract people to these positions, and make them want to work for the City of Green Bay, and all the cool facilities and things that we have to offer. So we took a look at really a marketing campaign, which I have about two pages here of notes, so I'll try to hit the highlights. But we rebranded ourselves into this thought process of, you know, love the park life. And we've kind of branded all of our market initiatives off that kind of coining. Like, hey, this isn't, it is a job, but it's not just a job. This is something that, you know, you can feel good about going to work. You can love your job. You can actually get paid to have fun. Which multiple times throughout my career I've said, I think. But you know, we want them to also instill that. And we see, you know, throughout the years, of course anybody that's been in Green Bay for a while, you hear it all the time. People that are in these positions as playground leaders, in this pool, and Bay Beach, and they grow up here, they become a fabric of the community. And that's kind of what we were trying to brand these jobs as. Giveaways, of course, we had all sorts of kind of giveaways at every event we had, at every job fair we did. Retractable banners, advertising open positions, everything from Marcus Cinemas to social media, to universities, colleges, farmers markets, websites, neighborhood associations, you know, career centers at high schools and colleges. We went through and gathered testimonials from past people that worked in these positions throughout the years, that are now ingrained in our community in different positions and in various occupations that, you know, got testimonial as to how these jobs changed their life. And we did, you know, different social media blasts, and different marketing

around those, creative flyers with swim teams and schools, you know, lifeguard training classes and phy-ed classes. A lot of, I will say, "Kudos to the media." I think in my 15 years here, I've never seen the media so, I would say helpful, in trying to get the word out of what we were really dealing with, and the struggles and challenges we had. And we spent a lot of time with the media trying to sell that story, trying to build that narrative on just trying to, anybody we could get. Job fairs, morning shows, we did radio interviews. Job fairs at UWGB, the KI Center, West High School in conjunction with NWTC. We of course, you know, thanks to the City Council, we came up with the bonus-incentive program for our lifeguard positions. We also offered free training, free uniforms, the sign-on bonus like we talked about, the full-time bonuses if you worked through the summer. We even changed the way we worked with HR and redefined how we do interviews. We did open interviews with groups. We did video interviews. It was the first time we ever stepped into that genre with actually having somebody actually submit a video interview and answer the questions with a video on kind of selling themselves. Almost trying to tie into the generation Z, or whatever, with the way they utilize technology. In-person, traditional interviews, of course we still did. Group interviews, like I said. We tried to work with HR to streamline the application process, and not have it so cumbersome to have somebody go through all the steps that it would take in the application process. We had a lot of, tried to build into as much flexibility as we honestly could with our staff, hiring subs and part-time positions. And as we tried to piece, you know, different schedules together, we even looked at, we even lowered the age and schooling requirements, and worked with HR on how to have playground leaders back. And we took out the two post-semester requirements, and we were able to hire 18-year-olds right outta high school for our playground leader positions. And so I guess I'm just trying, like, we tried to do everything we could possibly think of, and we spent a considerable amount. I think I mentioned this at a previous park committee meeting. It really became prevalent and apparent that a lot of our staff time was going towards just trying to recruit, retain the employees that we do have. Trying to also realize that we do have some really loyal, passionate employees throughout the years that we also are trying to retain. So that's a part of it too. 'Cause it's not just recruiting new employees, it's also the ones that we do have, we want to keep them. And sometimes that, you know, at the end of the day, when things are going on in your life, and you see other communities and other places that are paying a lot more, it's really, it's still at the end of the day, they gotta pay for, you know, meals and gas money too, right? So that was something we really focused on. Did you want me to get into the challenges right away or?

- Yeah, sure.

- Some of the challenges, and Dan mentioned some of these, but just to kind of reiterate. Some of the challenges we're really facing is, of course, we of course look at all these different Kwik Trips, and Walmart's, and all these Targets. And you know, all these places that are, I mean you go by these places, they're paying \$17, \$18, \$19 an hour starting. And so we're competing with them. But even the municipalities that we're competing with, it's kind of one of those double-edged swords where, you know, as the biggest city in this area, those municipalities essentially just look at us, they see what we're paying, and then they pay more. And that's the reality of the situation. So we're trying to get ahead of that, and that's what Dan recently proposed is to try to get kind of a, you know, to lead that charge in what we're paying, so we could attract, you know, those people. You know, we also, I want to say the challenge would be, I guess, I don't know how to say this in a delicate way really besides some, you know, we sometimes saw the level of qualified applicants, a little less qualified than what we are traditionally used to, because maybe we were losing some of those qualified applicants to other places. And then we would get kind of, I don't want to call it the leftovers, but you get what I'm trying to say, hopefully. The different positions that we offer, for example, you know, lifeguard position for example, is a kind of a highly qualified, you know, you need certifications. It's a highly skilled position. A lot of positions that are offered out there in the community maybe don't have as many qualifications. So those are challenges that we had.

- And I guess one other thing that I wanted to add here is, you know, as we're looking at the budget, how can we approach these things? I know there's been a lot of discussion over the last two years. How do we deal with lifeguards? And how do we deal with ride operators at Bay Beach? Obviously, and also our Parkee program, our summer playground program. Those are the three that have gotten the most attention. But I

guess one thing I wanted to point out is, it's not isolated to just those three positions. We have issues across the board with all of our divisions hiring seasonal staff. And one thing that really kind of gets overlooked year after year, is seasonal staff for our park maintenance crews. We simply could not find anybody to work, and even apply for those jobs. I'm going off of memory here, I think we had nine positions budgeted for, and maybe we hired two, two or three. And same with forestry. So I mean, we have to, as we're looking at a solution, I guess my recommendation for all the council members to consider here, is we look at a total solution for all of our positions, instead of just picking out the ones that have gotten the most press recently. Because this is an issue for everybody. It's just some of them are just more prominent and more noticeable to the public than others. But for example, our dance programs. We haven't even run dance for a couple of years, 'cause we couldn't find instructors. So that was part of the issue. So, and the other one that I want to point out is officials. Right now our proposed budget has a 10% raise for officials, and it goes from \$19.36 to \$21.29. Just to give you some perspective, De Pere is offering \$40 an hour for those positions. And so there are, you know, that's one position in particular where we do have to really think about that one position. Although it doesn't have a huge impact to our budget, we don't pay competitive wages for at least that, we may not have officials in our Green Bay Park System next year. So we have to try to be competitive with De Pere, and unfortunately, like James said, we've heard from more than one municipality that they're just gonna wait and see what Green Bay does and pay more. So we're kind of up against that obstacle too. And how do we deal with that? I mean obviously we don't wanna outprice ourselves, and then outprice them, and then next year we have to beat them, and we don't want that cycle to continue year after year. 'Cause it's not a really a self-sustaining way to approach it. So one other thing is, we put this on as informational just to get you the knowledge that you need, so that you can make an informed decision at the Joint Personnel Finance Committee and the City Council, as you're looking at the budget. And if you want to make changes. I mean, yeah, I mean we would definitely be supportive of changes, as would the mayor. It's just a matter of where does that money come from, and how do we come up with that? If you were to ask me my opinion, as far as where we should focus our energies, I don't have the answer to that. I mean, even if we hit the dollar amount that we initially proposed, I can't guarantee that we're gonna be opening up all three pools next year. Will that help? Well yeah, I'm sure it will. 'Cause then at least we're more competitive with other jobs out there. But I can't guarantee that that's going to solve our problem, and we're gonna, you know, be able to open the pools, or open Bay Beach to the full capacity to our normal hours. It'll help. One other option besides just, you know, maybe doing the hourly, you know, increasing the hourly rate, would be, we've kind of kicked this around a little bit, do we hire a marketing firm? And instead of putting money towards bonuses, like we did last year's budget, where we threw \$20,000 to give our lifeguards bonuses, that doesn't help all of our other divisions. That only helped out the lifeguards. Maybe we reach out to a marketing firm who would be better capable of getting the word out there and looking at innovative approaches to advertise the need for hiring staff within the city. That's another option, other than increasing the dollar amount. I don't have a good answer for you, because anything we do above what we have right now, is gonna be helpful. So.

- Thanks Dan. First, I'm gonna ask a question here first. The initial proposal you had, was that to keep us kind of competitive with other communities, kind of even? Or did that put us temporarily ahead of them or?

- I would say-

- Are we even?

- I would say at least got us to the point where we were starting on the same level as the municipalities that were comparable, which we thought we reached out to. Which I have information, you know, if you want to dig further into it. But yes, the Appletons, the Ashwaubenons, the De Peres.

- Yeah, if you could forward that to the committee.

- When we spoke with them, we kind of put it where we thought we would at least be on the same playing field as them.

- Thanks. Alder Campbell?

- Yeah. It sounds like you really expelled almost every single idea. I was joking around before, but as I realized, oh, how much effort you put into it, it wasn't really funny. So I commend you on searching out that, but then I just heard the connect there, and maybe it does lie between. You went looking for the people, but if we hire a marketing firm, maybe they know that angle to make all that work connect. You know, like I said, you went looking for it, but if the marketing firm puts it out there, maybe they find it then.

- Yes.

- Along with that.

- And I would say, that's-

- I mean it sounds like you did everything you possibly could, you know? And then-

- We actually met, sorry to interrupt you, but we actually met with marketing firms. And we essentially kind of picked their brains, and they were nice enough to talk to us, and give us some pointers and tips, but then at the end of the day, you know, you get that email a week later that says, "Oh, by the way, if you want us to actually do this, here's how much it would cost."

- They have all that network.

- Yes. And they have an ability to do that a little better.

- What is that dollar figure?

- Yeah?

- Is there a range? I mean, what are you looking at? You had offered it as a suggestion. What would you be looking at?

- That's something I can get a more accurate dollar amount prior to the Joint Personnel Finance meeting.

- That'd be good, thanks. Alder Campbell.

- And along on that, you know, if you put that much more work into this, or naturally you'll try harder because you see the results. And maybe it's gonna take two years for it to find itself, but at the same time, when do you start cutting it back again? Or when do you start cutting another dance team off, in a different category? You know, I mean at some point you gotta go, it ain't working. And what if things that are out there today go worse? You gotta really think about that. Everyone thinks everything's going forward, but I think we gotta, along with the budget, this is my main concern, 'cause I mean if you look at everything that's going on in other countries and everything, it's very fragile. So I think we ought to really keep that in mind too. I hate, I mean it'd all be for none. You could put all the work into it, but you might not get the people. And then if the economy goes down, well then it's a lot of work for nothing. I'm just saying it's a scary time, you can't quit. You gotta keep trying, but you gotta kind of maintain that safe zone somewhere along there too.

- Next Alder. Alder Eck? Questions, comments?

- I just wondered if any of them wanted to speak. Were you going to ask them?

- Any of our esteemed staff? I've heard lots of stories of childhood working at Bay Beach about Pat.

- [Britney] I'm Britney from Bay Beach if you guys don't know.
- I think.
- I was gonna ask for everyone to be introduced.
- I think you may have to come up.
- So.
- I think yeah.
- Otherwise people are home or whoever, will be like, "Who is talking?"
- "Who's speaking?"
- You know you wanna be on camera.
- I already asked, and you said I didn't have to. Do I have to say my address and everything?
- Britney, I'm a facilities supervisor at Bay Beach. I know that ideally, we would want the \$2 extra for raise for employees. We offered up to \$500 per employee for working out there. We did like weekend bonuses, \$50. \$100 in June, July, August. We had certain amount of people that got that, but we still weren't able to get fully employed. So even with the extra bonuses, we still had that struggle. I mean we have the extreme of needing about 300 employees to be about full-time, so we do have a little more need there. We struggled with the ride operators being 18 and older. That's state requirement for operating the equipment. We were okay on the concession side, and I think that had to do with having our wages increased. So that did help. Hopefully we can keep the weekend premium, where we offered an extra dollar an hour on the weekends. That seemed to help tremendously. It greatly improved our staff attendance. We didn't have anyone calling in. We had more staff picking up those shifts as well. So we saw that. I just kind of wanted to put that out there, just so you guys know that our monthly bonus wasn't even able to give us full staff either, so.
- Okay, thanks Emily for coming in. I just wanted to, you said you have 300 employees out there?
- Yep, we have-
- And what did we have last year as far as-
- We need about, for this coming year, we need about 156 full-time, and then about 120 part-time employees. 'Cause that's ideal.
- So last year, what percent were we down? Any idea?
- We were, I wanna say closer to 200.
- 200 outta 300?
- Yep.
- Total?
- Yep.

- Does that include-
- That's including part-time, full-time.
- Part-time, full-time?
- Yep.
- You have any questions? Thank you.
- I have one.
- Oh, I'm sorry.
- I'm sorry.
- He waited until you walked away.
- Well when you were explaining that I was thinking you know, my own kids, they worked out there too. And you know, is that some of, and there're probably different age groups there, you know, it's like, "Oh, well we got our family vacation here." I was probably dealing with that. So some of the kids go away with the parents.
- Sure.
- You know, and I suppose it's all different. So that's something that it's like, "Yeah, but Mom, I can make this much if I work this weekend," and then it's a family decision thing. Or is it kids that just want their own time? I guess it's just curious on that. What do you think?
- We had a lot of flexibility this year in our schedule. I take care of all of the scheduling, so I kind of know that part of it.
- Sure. If they had family vacations, I work around that. I don't schedule them. We do about two to three weeks in advance. So I'm definitely able to do that.
- Try to juggle them just like you would-
- We work around school, or sports because I know that soccer, football, that's all happening.
- Yeah.
- So I just don't schedule 'em during that time. As long as you get me that schedule, then your schedule is flexible.
- Well that's probably really important. Good job on that.
- Thanks. Anybody else wanna give us your?
- [Ann] Sure.
- There we go.
- [Ann] I do.

- She broke the ice.

- Get 'em all.

- I'm here, right. Hi, I'm Ann Moeller, Recreation Supervisor. I oversee the pools. So I'm the lifeguard-shortage person, and the one who did all the news over the summer. So we focus a lot on lifeguards, and that is obviously a concern, but I don't want the facility attendant piece to be forgotten. Because that was actually one of our bigger issues last summer. Not necessarily lack of lifeguards, it was a lack of facility attendants. In the state of Wisconsin, you have to be at least 16 to operate the slide entrance. I had a really good number of 14 and 15-year-olds who wanted to work. So they work in the concession stand. I didn't have enough 16 and over facility attendants, because they get paid at that A pay grade. So to get someone who's 16, 17, 18 years old, willing to work in that lowest pay grade, was really, really difficult. So when our slides were shut down, it wasn't necessarily 'cause we didn't have enough lifeguards, it's 'cause we didn't have enough facility attendants as well. So that's an interesting piece, that was new for me, of not having enough facility attendants. But yeah, I mean with pools and lifeguards, and that highly skilled position, that it's a hard ask. I think there's definitely an education piece, and marketing the benefits of being a lifeguard, but schedules have changed. I'm also offering a lot of flexibility. I'm going to rewrite our schedules for next summer and offer more part-time opportunities. My pool directors and myself, large majority of our time all summer, was scheduling and finding staff, and trying to fill those positions on a daily basis. So with that, other things are left off to not get done. So hopefully, with changing our schedules, we might need more people. But hopefully with the flexibility of a part-time schedule that will help. But with lifeguards, it's a small world. And it's very easy to see what other pools are paying. So I think that is definitely a number one obstacle. But then also having that flexibility, and really educating these positions, and why it's a good summer job to have.

- So they ran over at like 12 bucks an hour to start for lifeguard? \$12.26?

- Mm-hmm.

- And the mayor's proposal is \$13.48, the 10%. And I think proposed in here was \$16.00.

- Mm-hmm.

- Does that get us is close to other, the Y or whoever?

- Mm-hmm, De Pere's between \$15.00 and \$16.00.

- Okay.

- And Ashwaubenon is gonna be right around there, if not a little bit more. For sure.

- Pay grade E, the facility attendants.

- Facility attendants.

- Little over 10 bucks right now.

- Mm-hmm.

- And that's, it's pretty low.

- Yep.

- I know it's the easiest job, but okay.

- Yep.
- Do you hear-
- Alder Campbell-
- Right piggybacking off that, do you hear like people, kids, you know, not through the process, whatever, it's like, "Well I can go work at De Pere for this much."
- Yes
- Do you hear that?
- Yes.
- Okay.
- Yes. Very consistently.
- Okay.
- And just, and maybe Director Ditscheit could help as well on this, but the steps 1, 2, 3, 4, I know the pay grades of course, but is that just for more experienced?
- Yeah, so you start, when you hire somebody, you usually start on that step one as a new hire, and then the following year you increase to steps two, the year after that step three. So they're yearly for pay grades.
- That's a yearly? Okay, that's all. Thank you.
- What if they have more experience?
- We do have the opportunity to hire at a different pay grade. We don't have to start at one. It's to our discretion to start where it's fair and acceptable. One thing we don't want to do is, you know, very often is just hire at step four, just to get people in the door. I mean, it works on the short-term, but long-term that's not a good budgetary practice that's self-sustaining, because then you're hiring everybody at step four. Well then there's not much incentive for them to come back the next year, because there really is no raise other than cost of living, whatever the city gets as a standard cost of living. So by starting 'em at step four, you get the standard cost of living raise, because from year-to-year, we do increase the seasonal salaries by whatever the regular salaried staff gets. So if the salaried staff gets a 2% increase, our seasonal staff also get that 2% increase. But like I said, you start 'em at four, then the next year all they get is a 2% increase.
- Okay.
- Okay. So like all these positions on here, I mean, and I'm just asking you-
- Sure.
- Or Dan,
- Like step one to step two, how long does that take? I mean is that-
- It's each...

- One year?

- Yeah, so typically, we're typically, we're talking seasonal. So if it's a summer employee, they work their first summer at step one; second summer, as long as they come back in good standing, they are offered step two. If it's a fall program, if it's a basketball program, the first season of basketball, it's step one; second season at step two.

- Do you get a lot of multitasking?

- Mm-hmm.

- As in a kind of a step-up incentive possibly, 'cause the wage goes along with it? Do you ever, you know, try to have that? Well everyone, I mean everyone today, is a multitasker at their job. I mean they're doing beyond what they were hired for, because shortage, because of everything, you know. So I mean, is there incentive? There's pay there.

- Yeah.

- By grade. But you know, that would be a pretty easy, good tool.

- To encourage another step.

- Yeah, well more knowledge, more know-how.

- If yeah, I mean if someone's coming in with experience, or I mean-

- I mean they're coming for the lesser position. I'm saying too though. Okay. Thank you.

- Thank you.

- Oh boy, here we go.

- Good evening. I'm Patrick Baye, I'm a recreation supervisor. My main program would be during the summer, is the Summer Playground Program. And if I could, I'd just like to give you some information on Summer Playground Program, because we really sat down and want to tell people exactly what the program is. If you can just take a moment to read that when you have a second. The Summer Playground Program's gonna be a hundred years old. It was started in 1924, so we're getting to that point, so. What I did is, I tried to give James and Dan as much information on where the salaries are throughout the municipalities in this area, and also around Eau Claire. So I would ask, if you could look at that information, and see exactly what our best guess is, what they'll be paying. But in that information, you'll see Appleton, Ashwaubenon, De Pere, Eau Claire, Neenah, and Allouez. So you'll get a pretty clear idea on what they're paying, and where the city of Green Bay is at the 10% that the mayor proposed. So we do have that information. We did our homework, and I'd ask if you could take that step, and look at that close.

- Where is that?

- I'm sorry, go ahead.

- Is that gonna be attached to the agenda for the full council? This, I didn't see them.

- Or is this part of the information you could forward to committee? I know we had asked both of you to send all your-

- I'll take a look at it, if I feel it's relevant, we'll include it in the council agenda packet.

- Okay.

- Or even to the committee, more of the detailed research on physicians that would be helpful.

- The other major area that I work in is the recreation leagues. I work with Jeremy Crees, who's upstairs at a basketball meeting right now. But like Dan said, and James said, the officials is a huge thing for us. What I'm seeing right now is Green Bay, with the proposal, would be paying \$21.29 to start, up to \$23.51 per game. And like Dan mentioned, you know, De Pere's paying \$40.00, Eau Claire's paying \$50.00 per game. Just to give you some information. That information's there for you to review. The other big area is facility leaders. For a lot of our special events, to give you an idea, a lot of the other communities are doing \$15.00 per hour, and with the proposal, we're at \$12.57, so. Just like to talk real quick about the Summer Playground Program. It's pretty much the eyes and ears of the community. I'm able to staff, this year's staff 11 sites. In a full season, you know, when we could get everybody, we'd have 36 sites, and we'd be serving about 66,000 people. And then we have a huge summer lunch program. This year we had 11 sites still serving about 20,000 kids, and about 11,000 lunches. But that program's so crucial to community. You know, we can take care of kids that are being neglected, we can spot the pedophiles in the city, on and on. It's just such a powerful program. But even a more positive angle, is we were able to sit down, mentor the kids, and build their self-confidence. And a lot of that material's in that flyer that I gave you. But I think you have a lot of facts that you can go off of that we are sharing with James and Dan. And I'd ask you before budget if you could review that.

- Okay.

- Thank you.

- Sandra's in there.

- What's that?

- I see Sandra Christian in there. I think she won.

- For sure. Cool.

- Hi folks, I'm Nina. I'm the administrative manager for the park and rec department. I do budget, and I do the finances for the park and rec department. I also do the administrative side. So I do the reservations, and I do the seasonal hiring. So right now we're working on our rehiring, and then we'll be getting ready to do our seasonal hiring as well. And Dan, I'm not trying to slight you on this. I called Andy, our guys from park maintenance. He couldn't be here tonight, and neither could Brian. Just to give you an idea of what we normally have in that park department, we usually, in our budget, have between 28 and 32 people, this year we had nine people. Those are the guys pulling the trash. Those are the guys cutting the grass. They're opening and locking the shelters. And two of the nine, I'm sure Mark can attest to, where two of our park maintenance wives, like, "Okay I'm coming to work for you guys, you need the help." So everybody was just pulling and pulling and pulling. And Brian, he's got, he's budgeted for about 10, maybe 10, sorry about the gum, and an EAB person for all this, you know, Emerald Ash and stuff. He had one person this year in forestry. and it wasn't that they weren't trying, I mean like James and Dan and everybody said, everybody tried everything. And the municipalities, they're fishing. They've been calling me too as the admin manager. Right now, their fall people that go over there, and their fall maintenance for Ashwaubenon, it's paying \$14.86 just this fall. And that's before the approved budget going into the spring. And the gang mowers over there, the guys that are cutting the grass, are making between \$17.00 and \$18.00, and that's just like I said, right next door at Ashwaubenon. I don't know what the solution is, but I will tell you, and I think these girls, and Pat, and everybody had a stack of background checks I did this year for people with background that didn't show up, or you know, changed their

mind, 'cause they went to a different municipality. And when you look at the background checks, you're doing on one person, one season, including your rehires, you're doing DOT, the Department of Transportation, Department of Justice, you're doing the national and the state sex offender, you're doing the CCAP, and then you also have to go to the Green Bay Police Department. And that's part of our background checks as well. So you can imagine on every one of these applicants, and all of our rehires, there's a lot of work that all of us put into it to ensure, and I don't want to slight DPW, our friends are here too. And I know they struggle this year too, with engineering aides. I know they struggle down there. So I want to make sure that they're not, you know, this is park committee, but I want to make sure that we mention them as well, because they represented the struggle just like we did, trying to get applicants to apply for their jobs. And the other thing I also want to add is, when we go out on NeoGov, that's where we hire our permanent staff and our seasonal staff, that's the hiring tool. And we onboard our people through there. When you advertise a position, that automatically puts it out like on Indeed, and many of these different avenues to advertise your job. And I think Britney can attest to it, we had some very, we had lots of people that applied, that would've never have passed a background check. But we had to go through the process, and we had to do the background check. And you put that time in there, and it's not like a second or two. I mean it takes time. So we all, all our staff in all of park and rec, on every level, is trying everything we can for all these positions. And even working with payroll, they're trying their hardest to get these people onboarded, and get 'em in as fast as we can get 'em in the door, if we can get the people. So thanks for your time. Do you have any questions?

- Thank you for all your work.

- Thank you.

- You're welcome.

- All right. Any other questions for our staff?

- Can I just make a comment?

- Sure.

- That I don't want anybody to think that we don't think anybody's not doing their hardest. So don't think that that's the case. We just know that this is a struggle all over, not just at the city level, but everywhere. So appreciate your effort though.

- I appreciate all the efforts too. So I have the privilege of working in this building for 25 years, so I understand all the dynamics that go on with this. So thank you for all your hard work, and we'll see what we can do at budget time. We'll do our best.

- Thank you for putting together a good report, and if you could get us that detail, background history, or information that would be appreciated, 'cause we can use that. Thanks everybody for coming. I mean my daughter's friends are that age, they worked in the summer program, they worked in the forestry program, supposed to work in the fall program but sort of, kind of did more than she should have, or she should've done more than she did. But-

- It's okay. You'll be fine.

- I'm gonna shoot for your initial proposal. That's what I'm gonna ask. There's ways, I mean I've been doing this for 20 years. There's always places in the budget to, to raise and lower, you know, so I, I think our parks and our facilities are one of our gems, and if you can't even staff 'em, what are they there for? So and like you said, it's not necessarily gonna be the magic bullet, but we have to at least compete. You know, we have to at least give them a reason. "Hey, I don't have to drive to De Pere and Allouez now. I can just walk two blocks over

and work at the park." So we have to be there. We have to. So that's what I'll be proposing personally. So thanks for all your hard work. We'll do our best a lot. A lot of big decisions in that budget. So.

- One thing I do want to point out is what you see in front of you is just the park budget. So I can't speak to other departments like DPW, and how they're handling their seasonal. I just want you to all be clear that this is just the park.

- And that's, I'm glad, glad it was out here.

- That's, that's forestry, also.

- Park, Forestry- sanctuary.

- I'll entertain a motion to receive and place on file.

- Receive and place on file.

- Second.

- Motion by Alder Steuer, second by Alder Eck to receive and place on file. Those in favor?

- Aye.

- Aye.

- Opposed? Motion carried. That is received in place on file. And director's report?

- I do not have anything to add other than what's in the report, but if you have specific questions that-

- Drainage has been good at culvert. I haven't heard any complaints.

- No news is good news.

- It's good. It looks nice. So it's going as planned. It's good to hear.

- I think I'm happy to say that I'm hearing less stuff in this query. So we must be getting somewhere.

- He's sharp.

- He does share. You just have to find-

- All right, well I'll entertain a motion to receive and place on file.

- Motion to receive and place on file.

- Okay.

- Motion by Alder Steuer, second by Alder Campbell. Those in favor?

- Aye.

- Aye.

- Opposed? Motion carried. Next parks committee November 30th.
- Motion to adjourn.
- That's a long time.
- Motion to adjourn Alder Steuer.
- Second.
- Second by Campbell. Those in favor?
- Aye.
- Aye.
- Opposed, we're adjourned Thanks. Thank you.
- Bathroom break.
- Two minutes.
- But it's like.
- Yeah we do.
- We both have.