



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, FEBRUARY 28, 2023, 4:30 PM

In person at City Hall, Room 207.

Immediately following Finance Committee.

Virtual attendance also available via Zoom.

A. ZOOM MEETING INFORMATION.

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

B. ROLL CALL.

Present: Brian Johnson, Bill Galvin, Jim Hutchison, Jesse Brunette

Others Present: Ald. Mark Steuer, Ald. Jennifer Grant, Ald. Melinda Eck, Public Works Director Steve Grenier, Police Chief Chris Davis, Park, Recreation and Forestry Director Dan Ditscheit, Finance Director Diana Ellenbecker, City Attorney Joanne Bungert, Chief of Operations Joseph Faulds, Public Works Fleet Superintendent Nathan Wachtendonk, Human Resources Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Jesse Brunette, seconded by Ald. Brian Johnson to amend the agenda and move Regular Business item #3 before item #2.

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

Moved by Ald. Jesse Brunette, seconded by Ald. Jim Hutchison to approve the amended agenda.

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

D. APPROVAL OF MINUTES.

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to approve.

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

E. REGULAR BUSINESS.

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

- a. Civil Engineer - Department of Public Works
- b. Administrative Clerk - Department of Public Works
- c. Senior Animal Keeper - Parks, Recreation & Forestry
- d. Master Plumber - Parks, Recreation & Forestry

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to approve the request to fill the Civil Engineer position and all subsequent vacancies resulting from internal transfers .

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to approve the request to fill the Administrative Clerk position in Public Works and all subsequent vacancies resulting from internal transfers .

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

Moved by Ald. Brian Johnson, seconded by Ald. Jesse Brunette to approve the request to fill the Senior Animal Keeper in Parks, Recreation and Forestry and all subsequent vacancies resulting from internal transfers .

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to approve the request to fill the Master Plumber position in Parks, Recreation and Forestry and all subsequent vacancies resulting from internal transfers .

Motion Passed .

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

2. Consideration with possible action on the negotiation of the labor agreement between the City of Green Bay and Green Bay Professional Police Association.

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. Brian Johnson, seconded by Ald. Jesse Brunette to go into closed session.

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to return to open session.

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to direct staff to proceed as discussed in closed session.

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

3. Consideration with possible action on request to consolidate the work schedules of the 1st and 2nd shift Public Works Mechanics."

Moved by Ald. Jesse Brunette, seconded by Ald. Jim Hutchison to approve .

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

F. INFORMATIONAL.

1. Report of Routine Personnel Action Items

2. Next Meeting: March 14, 2023

G. ADJOURNMENT.

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

Motion Passed.

Yes- Bill Galvin, Brian Johnson, Jesse Brunette, Jim Hutchison, No- None, Abstain- None.

VERBATIM MINUTES

- Good? All right. It's February 28th. This is the Personnel Committee for the City of Green Bay at 5:25 PM. We'll start out with roll call. We have Alder Hutchison, Alder Johnson, Alder Brunette, and Alder Galvin are all present. I'll entertain a motion on the agenda.

- So moved.

- I have a... if I could?

- Go ahead.

- I'd like to make a motion to adjust the agenda to switch items two and three.

- All right.

- Second.

- All right. All those in favor?

- [Alders] Aye.

- And then I'll entertain a motion to approve the amended agenda.

- So moved.

- Second.
- All right. All those in favor say aye?
- [Alders] Aye.
- And that passes. Onto the minutes. I'll entertain a motion.
- So moved.
- Second.
- Second.
- Move to approve. For clarity, sorry.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- And that passes unanimously. Onto 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 transfers. We'll take item A first, Civil Engineer. Does anyone have any questions for DPW? Alder Johnson.
- Director Grenier, just what struck me, Civil Engineer position, I guess, how frequently, and maybe when was the last time that we evaluated the salary scale for this? And in your professional opinion, is it appropriate?
- [Steve] Actually, as luck would have it, Director Faulds has just completed that very analysis and is looking at an administrative adjustment for engineer salaries.
- Is that, do we have to take action on that?
- No, so what was included in our 2023 budget was an adjustment for the civil engineers. Our consultant did the analysis. I met with the civil engineers actually this Monday. I explained to them that the salary adjustment will take place this June. It's already been approved by Council.
- And can you disclose with us what that adjustment is?
- I can...
- [Steve] I think... The short version of it is that the Civil I, 2, 3s are moving up one pay grade, and then the Assistant City Engineers are getting an adjustment within their pay grade.

- Yeah.
- Okay.
- And the Civil Engineer I will actually move up two grades.
- Two grades, correct.
- Okay. And the reason I ask, of course, and this isn't meant to diminish the importance of the Animal Keeper Position that's on here too, but it struck me as interesting how much more that position made than a Civil Engineer at the entry level, at least. And so more than, that, the animal care position was just, the civil engineer position seemed to be really low.
- [Steve] Well, and just anecdotally, what I can share with you is when I was in North Carolina last August, we were, myself and the director from De Pere were having a similar conversation, with private practice, and comparison of entry level civil engineers in public sector versus private sector. There's almost a \$30,000 gap there, which is substantial.
- Yeah. And for those who didn't notice or look, it starts out at 53,000, on the lower end, for a civil engineer. So, okay. So as long as we're making adjustments to it. I don't want the city to be at a competitive disadvantage because we can't find a qualified candidate who is willing to work at a certain rate.
- Correct.
- Okay.
- Although, I would say, if you're in that wolf enclosure...
- Yeah, I mean it's .
- You're gonna want that animal person there.
- Like I said, and to be clear, it wasn't meant to be a disservice to that role. It just was a, that was the comparison in front of me-
- Oh, absolutely.
- I get it too. All right, so do we have any other questions on item A?
- No. Motion to approve.
- Second.
- All those in favor say aye?
- [Alders] Aye.

- That passes. Item B, Administrative Clerk for the Department of Public Works. Any questions for staff?
- Move to approve.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- Onto the Senior Animal Keeper for Parks, Rec, and Forestry. Any questions for staff?
- Move to approve.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- And then Master Plumber, Parks, Rec, and Forestry.
- Move to approve.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- And that takes care of item one. Onto item three. Consideration with possible action on a request to consolidate the work schedules of the first and second shift Public Works mechanics. Staff.
- Didn't we do this already?
- I thought we did.
- This was in front of the Personnel Committee, then we asked you to hold it so we could get more information and bring it back to you.
- Oh.
- Okay.
- All right. Did anyone have any questions for staff? I thought it was kind of explained.
- Yeah, it made sense.

- Pretty well back then.
- The first time. Yeah.
- Do you remember what we wanted brought back to us?
- I don't think there was any discussion on it, was there?
- No.
- We just asked, we had pretty much the same information included in the packet. So you probably reviewed it for that meeting. Then we brought back pretty much the same information.
- Okay, all right.
- To have staff discuss if we needed to.
- Well, if there's no questions for staff, I'll entertain a motion
- Move to approve.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- And that passes unanimously. Onto item number two. Consideration with possible action on negotiations of the labor agreement between the City of Green Bay and the Green Bay Professional Police Association. The committee may convene in closed session pursuant to state statute if it deems it's necessary. Staff, what do you think?
- We just ask to go into closed session
- Move to go into closed session.
- All right.
- Second.
- All right.
- The committee may convene in closed session pursuant to Section 19.85 , Wisconsin Statutes for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to Section 19.85 , Wisconsin Statutes to report the results of the closed session and consider the balance of the agenda.

- And can we make sure that we.
- Make a motion to return to regular order of business.
- Second.
- [Alders] All those in favor?
- [Alders] Aye.
- Any opposed? We're back in session.
- I make a motion to direct staff to proceed as discussed in closed session.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- Opposed? That passes unanimously. All right. Our next meeting is March 14th.
- Do you guys have any questions on the report?
- Our Personnel Report?
- Yeah.
- No.
- I'll entertain a motion to adjourn.
- Move to adjourn.
- Second.
- All those in favor say aye?
- [Alders] Aye.
- That passes unanimously. We are adjourned.