



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, APRIL 25, 2023, 4:30 PM

In person at City Hall, Room 207.

Virtual attendance also available via Zoom.

Immediately following Finance.

A. ZOOM MEETING INFORMATION.

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

B. ROLL CALL.

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

Others Present: Ald. Melinda Eck, Ald. Jennifer Grant, Ald. Mark Steuer, Director of Community and Economic Development Neil Stechschulte, Public Works Director Steve Grenier, Finance Director Diana Ellenbecker, Chief of Operations Joseph Faulds, Deputy Director of Community and Economic Development Cheryl Renier-Wigg, Human Resources Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Brian Johnson, seconded by Ald. Jesse Brunette to amend the agenda and move items #2 and #3 after agenda item #5.

Motion Passed.

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

D. APPROVAL OF MINUTES.

I. Approval of the Minutes from the April 11, 2023 Personnel Committee meeting.

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.

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

- a. Park Maintenance Worker
- b. Park Maintenance Worker
- c. Parking Enforcement Officer
- d. Civil Engineer
- e. IT Director

Moved by Ald. Brian Johnson, seconded by Ald. Jim Hutchison to approve the request to fill the Park Maintenance Worker 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 Park Maintenance Worker 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 Parking Enforcement Officer 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 Civil Engineer vacancy 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 IT Director position and all subsequent vacancies resulting from internal transfers.

Motion Passed.

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

2. For consideration with possible action on the 2023 City of Green Bay and City of Green Bay international Brotherhood of Electrical Workers Local No. 158 labor agreement.

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 enter 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 approve.

Motion Passed.

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

3. For consideration with possible action on the market assessment and pay grade adjustment for the Electrician position from Pay Grade I to Pay Grade J and Electrician Foreperson position from Pay Grade J to Pay Grade K.

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.

4. For consideration with possible action on the reclassification of the following positions in Community and Economic Development:

a. Economic Development Specialist (Pay Grade I) to Senior Economic Development Specialist (Pay Grade K)

b. Administrative Assistant (Pay Grade I) to Administrative Operations Supervisor (Pay Grade J)

c. Administrative Clerk (Pay Grade D) to Inspections Support Specialist and Development Support Specialist (Pay Grade E)

Moved by Ald. Jesse Brunette, seconded by Ald. Brian Johnson to approve the reclassification of the Economic Development Specialist (Grade I) to Senior Economic Development Specialist (Grade K).

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 reclassification of the Administrative Assistant (Grade I) to Administrative Operations Supervisor (Grade J).

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 reclassification of the Administrative Clerk (Grade D) to Inspections Support Specialist and Development Support Specialist (Grade E).

Motion Passed.

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

5. For consideration with possible action to amend the July 1, 2023 timeline for the increase of two legal assistant positions (one at 80% and the other at 93.75%) to full-time as soon as practicable.

Moved by Ald. Jesse Brunette, seconded by Ald. Brian Johnson 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: May 9, 2023

G. ADJOURNMENT.

Moved by Ald. Brian Johnson, seconded by Ald. Jesse Brunette to adjourn.

Motion Passed.

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

VERBATIM MINUTES

- All right, this is the City of Green Bay Personnel Committee on April 25th at 5:38. Present are Alders Hutchison, Brunette, Johnson, and Galvin. Alder Sawyer and Alder Eck are also present via Zoom. I'll entertain a motion on the agenda.
- I guess the question is, are we going to go into closed session? Should we move that to the end?
- I would ask Chief Faulds if you think it's necessary.
- It is, but it'll be pretty quick, though. I don't think this'll be a long closed session.
- I move to amend the agenda to move item two to item five, after five.
- And I guess I would ask that we talk about two before three, so if we move two and three to the end, that'd be fine.
- Okay, so two in place of four and three in place of five?
- Take items two and three and place them after five, yes.
- Okay, all right. All right, second?
- Second.
- All in favor?
- [All] Aye.
- Any opposed? That passes. I'll entertain a motion on the minutes.
- So moved.
- Second.
- All in favor say aye.
- [All] Aye.
- That passes unanimously. Under regular business, item one, consideration with possible action under request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers. Item A is a park maintenance worker. Does anyone have any questions for staff? We have a motion to approve.
- Second.

- We have a second, all those in favor say aye.
- [All] Aye.
- And that passes unanimously. Item B, another park maintenance worker.
- Move to approve.
- Second.
- All those in favor say aye.
- [All] Aye.
- That passes unanimously. Item C, parking enforcement officer.
- Move to approve.
- Second.
- All those in favor say aye.
- [All] Aye.
- Opposed? That passes unanimously. Item D, a civil engineer.
- Move to approve.
- Second.
- All those in favor say aye.
- [All] Aye.
- Any opposed? That passes unanimously. And item E, an IT director.
- Move to approve.
- Second.
- All those in favor say aye.
- Just a question before we vote.
- Sure.

- This position in particular, 'cause we have an interim director right now, and I'm just thinking back to some other of these director level positions, at least in the past that have just been filled. I mean, do we post them? Are we required to post them? And the only reason I'm asking about this one versus the others, of course, one we have an interim, but secondarily, it's a director level. Probably requires a little bit more discussion.
- So this position is a director level, it's not an officer required under the statutes, so that's kind of why the interim wasn't posted and approved by the common council. I'm not sure if that's what you're asking or not.
- No, no, no, I'm just asking like, you know, why are we gonna post it or is there a plan?
- Oh, I see.
- To just make the interim the director, and I'm just curious if we have a strategy.
- The plan is to post it and have a national recruitment for the position.
- Okay, and then even just looking at the, you know, how IT is really shaping cities all across the world, and you start thinking about smart cities and the way that we're, you know, using data to leverage some of our decision making abilities. I mean, are we expecting this IT director to bring that level of skill and analysis to the position? And is that included in the posting?
- I don't know if it's included in the posting. I'm not sure if we've finalized it yet, but that'll be part of the evaluation. You know, every candidate's gonna be different, but that will be something we're looking for.
- Okay, and the reason I bring it up is 'cause I would really love for us to have that level of discussion. I say this everywhere I can go to beat the drum. I'm tired of everyone saying we should do this 'cause Milwaukee does it or Madison does it. I just want people to say we do this because Green Bay does it, and I think IT is an area where we can really elevate ourselves. There's an opportunity here, and I hope that we're hiring an IT director that can think in that level, and that it's not just someone who's figuring out how to fix our computers, and how do we use all of our systems to, you know, to really leverage some of those resources, I mean, across all departments.
- That's the direction we're heading.
- All right, good.
- All righty, so all those in favor say aye.
- [All] Aye.
- Any opposed? That passes unanimously also. Onto item three, for consideration with possible, no, sorry four for consideration with possible action on the reclassification of the following positions in community and economic development. Economic development specialist pay grade I to senior economic development specialist pay grade K. Any questions for staff? Alder Brunette.

- Just an overall, they're all kind of a similar wavelength. Why is this necessary, I guess is the question.
- Director Stechschulte is approaching the podium.
- Thank you, Alders. This is regarding specifically the individual who this position relates directly to has taken on a considerable amount of responsibility in terms of project management as well as administration of significant amounts of money that he has brought into the city on a variety of occasions. So we really have been looking at this as not only a representation of him taking on those additional responsibilities, but certainly also as a retention effort to kind of get him on a track that could provide some upward mobility within the department. We do feel that without this, he would be a very attractive candidate for neighboring municipalities perhaps or other ones to kind of to be a very high level target recruitment from his success in not only retrieving funds, but also again taking on significant amount more management and overview of project management within the city.
- I'm on board with that, that sounds great. Sounds like a wonderful employee type that we want to keep. I guess the question in addition to what you just said is internally in your department, could you foresee any issues with other employees kind of feeling like, well, he's great, or he or she's great, but we're great. What about our reclassification?
- We shared the same concern when this was first approached. We certainly have talked with other staff who would be directly impacted by this, informed them that there's a possibility of other positions being considered in the future, and that certainly this is not a reflection on their specific, their outlook or their trajectory. We'll similarly be looking for other opportunities certainly for those positions in the department as well, either internally or through a formal process with citywide.
- And I think one thing to note as well is the position has gone up two pay grades is what they recommended, and I think that just really notes the substantial change in complexity of the responsibilities, 'cause usually it's one pay grade increase, but they did have a conversation with me that they were recommending two and that's a little unusual. Did you catch that?
- This individual, how long has he been with this city?
- You guys have that? I'm not sure, certainly longer than I have, Alder. Obviously, I've only been here two years, but probably-
- Around six?
- Seven or eight years.
- Is he taking on responsibilities that used to be done by someone else, or is he creating an environment around himself where he's taking on responsibilities that no one had before?
- I would say a little bit of both, Alder Galvin. I think in terms of this case, certainly the main project I would certainly point to is the shipyard project in terms of overseeing a lot of the funding analysis and actually coordination with our engineering staff in addition to with the contractors on site, so a considerable amount more of project management that certainly was not occurring before. I think maybe there was some of that occurring with the previous director a little bit, but this has certainly been something that this individual has taken on. Certainly because of his knowledge of the project,

with me coming on in two years, he had kind of already stepped up and was beginning to do that while the director's position was open, and he has continued to do that and expand and grow upon that very successfully.

- Well, he's been doing a job that's really impressing all his supervisors to this point, where you're trying to, like you said, reward him and at the same time retain.

- Absolutely.

- Thank you. Any other questions for staff? Entertain a motion?

- Move to approve.

- We're just doing a four A right now, right? One at a time?

- Yeah, yeah, we're doing one at a time.

- I will second the motion.

- All right, all those in favor say aye.

- [All] Aye.

- Any opposed? That passes unanimously. On item B, administrative assistant pay grade I to administrative operations supervisor pay grade J. Any questions for staff?

- Is this the one that I saw where we were expecting increased revenue to cover the expense?

- I'm trying to think if this one in particular-

- Maybe more specifically, how is your department actually absorbing the, is this being absorbed in your salary line item?

- So with the administrative assistant, that's the position that oversees the administrative clerks, so I think some of the revenue would probably also fit in with this position, but I think one thing to note is the position for my records in reviewing it is I don't believe the job description was updated since like 1999. I know the salary certainly didn't update, the pay grade, so that was one thing where I think it was pretty glaring that this position had to be reviewed.

- Yeah, and I'm okay with that, and I think just, and I should have asked this on the first one too, and I neglected to do that, but it's, I mean, you know, obviously, this is going to have a budget impact. Are you just absorbing that in your already existing budget?

- As we're looking, certainly we're looking at possibly balancing, so there's not a lot of additional flexibility in that. Just from a revenue standpoint, we are either at or above our projections for the year on the two main revenue sources that were discussed previously. So those are the reinspection fees. I believe we are possibly, if trends continue as they are right now, we are not really into our busy season yet for those staff. Certainly that would, so we're looking at possibly \$100,000 to

\$200,000 ahead of where we projected. If the existing trend continues, we're still hoping that obviously maybe the raise is higher, inspection fee maybe slows that down a little bit and gets people to respond and comply a little faster. But right now that project, that is certainly significantly higher than was projected for this point in time last year. The other one that we are certainly working with Joanne's office on right now is the short term rentals and kind of increasing our licensing of those efforts. There's a significant revenue potential for that as well. So certainly, at least two of these administrative positions in addition to the one we're speaking with right now would be directly impacted by both of those revenue streams. They would be involved in the intake and the initial processing of those applications for sure.

- Okay. Any other questions for staff, Alder Brunette?

- Yeah, and you acknowledged this directorship. My main concern is obviously we want to reward and we want to motivate, encourage employees, we want to continue them onto their career path, but I did receive a call with not saying specific to your department, I don't know who the person was, it was anonymous, but there is some concerns about kind of, you know, employees feeling like, well, I'm doing everything that I should. Why am I not getting? So long as you're aware of that and can-

- Yeah, very much so, and that's certainly, we're certainly supporting Director Fauld's initiative for that very reason, but so we, you know, certainly looking at doing that. Again, it certainly was not the intent to bring these forward at this time. I think our department has seen 100% turnover in our administrative staff except for the number one, except for at least our top staff person there. I believe, actually, I believe Director Grenier is facing a similar situation in his department where he's had at least probably 100% turnover in his admin staff as well, so we're seeing, you know, significant needs to kind of address that position. I think in terms of some other concerns, pay is certainly one of them. I think the phenomena of less work with more pay is certainly raising its face these days. These staff are our front line staff for pretty much everything that comes into the counter, either on the phone or at the counter, so they're dealing with some not always real happy people in our department if an inspection issue or something like that, so I think there is an additional stress level that certainly these positions are taking on. They're also really kind of gone beyond, I think, the traditional concept of an administrative clerk, and they are actually a frontline inspection staff or a frontline planning and zoning staff in terms of answering questions, providing preliminary, you know, data on how to read the ordinance, how to identify. They're actually chief level of technical expertise in either building inspection or planning and zoning. That is actually kind of elevating these positions to kind of almost being like an entry level inspection staff or an entry level where the technical knowledge is required for them to be able to do that, and that has certainly made it easier on the rest of our staff to be able to focus on other duties, so we do really see that that additional level of technological expertise for the department is certainly showing itself in all of our positions. And certainly when we lost all those positions, we certainly noticed it was missing. So we're doing everything we can certainly to address those and get those back, get everyone else back up to speed to provide that same level of service.

- All city employees, all city departments are important for different reasons. Your department is very important because it's the revenue producing part of our, not the only revenue producing part, but a significant revenue producing part in that you're attracting development, you're attracting people interested in bringing business to the city. So you need the best people in your department to encourage that growth.

- I agree, absolutely.
- All right.
- Question, there was significant changes in the job description. Have these been shared with the potential people who are gonna-
- Those were based largely on input from communications with those staff about what their day-to-day operations were.
- Okay, and they're significant, and it is a step up.
- Certainly just the level of engagement that we've seen at the counter, certainly even if it's just someone who's not upset with the city, just inquiring about a permit or inquiring about the approvals and regulations, they have a significant customer service impact on basically how they interact with the department going forward. If they have a good experience on that first trip to the counter, it's almost way more likely to have a good positive experience throughout the rest of their permit experience, I guess, so we do really see them as it being extremely valuable and also leaving our other staff up available to work on other items as well.
- Good. Any other questions? Entertain a motion?
- I think we had one.
- All right.
- Over 60, I forgot.
- This was on four B.
- Four B but, I mean, we need a motion.
- We do need a motion.
- So moved.
- Second.
- All right, all those in favor say aye.
- [All] Aye.
- Any opposed? That passes unanimously. On the item C, administrative clerk pay grade D, inspection support specialist and development support specialist pay grade E.
- Move to approve.
- Second.

- All those in favor say aye.

- [All] Aye.

- And that passes unanimously.

- Thank you.

- Thank you.

- Onto item five for consideration with possible action to amend the July 1st, 2023 timeline for the increase of two legal assistant positions, one at 80% and the other at 93.75% a full-time as soon as practical. Attorney Bungert.

- Yes, so you may remember with the budget, the 2023 budget, I had been requesting moving up one of our legal assistants from 30 hours to 40. That's our claims legal assistant and support staff for the prosecutor and then overflow work from our other legal assistant, and then moving our other legal assistant from 80% up to a full-time employee, and she handles all of our public records requests. We've just hired our legal assistant in the claims position. Today was his first day. He's starting off at part-time and then he would be eligible to move to 30 hours in May. We've had that position open now a lot longer than we wanted to, so it's been vacant since January, so we've had a significant cost savings, salary savings on that front. And I feel like it's a broken record, but we're super, super busy, particularly on the records front. At this point, we are up to 116 records requests. We had 202 total last year, so we're barely into second quarter and we're way past the halfway mark of what our total records requests were last year, and we don't see any indication that it's gonna be slowing down. Right now, we number our records request as they come in, so if it's at 116, we're right now currently processing in the 30s to 40s, so we're really far behind. So essentially, I would like to get as much time and people in their seats for as long as they can for the week to just be able to start chipping away at that backlog, yes.

- Could you put the workload, not just with records requests, but the entire attorney's office, could you put the workload that's waiting to be done into a timeframe for me? How long, if you don't get your request fulfilled, how long do you think it would take you to catch up?

- That's a hard guess. It's hard because we have things coming in all the time.

- Right.

- But you know, at this point, if we're 30s and 40s, I think it's gonna take us at least through the end of the year.

- If nothing-

- We're gonna be like, playing catch up for at least-

- You're never gonna be caught up?

- We're not gonna get caught up.
- Okay, so how far behind are you in a timeframe?
- Well, like I said, it would be nice for us to be keeping up with records requests or at least be like 10 to 20 behind. At this point, we're more than half behind, 'cause we're only on number 30 to 35 of all the records requests that have been-
- Out of 116?
- Out of 116, yeah.
- How long does it take? Again, I guess I'm asking how long does it take to do, say on average, a records request?
- Sure, I mean one of our records requests that we've been working on has taken at least just 10 hours of time, I believe just on one, not to mention that those are just not her only responsibilities she's working on.
- Does this include redaction?
- It's the searches, it's reviewing the searches, it's redaction. The searches, particularly for email communications, tend to be the longest because our system is not very sophisticated, so it searches keywords and it gives you a dump of like, 10 to 15,000 emails. That's one person literally going through 10 to 15,000 emails, seeing if they're even responsive, pulling those to the side, creating a pdf, so it's very time intensive.
- Does this affect cases like other jobs like liquor laws?
- Sure, it affects just general clerical support for the office. Our paralegal currently was absorbing the claims administrator position, so she was doing all of that plus support staff for the prosecutor and preparing for pre-trials and trials, which then takes her time away from monitoring. Our outside counsel, it's just, it things take longer to complete because there's only so much, there are only so many hands to do the job.
- Are we having to ask for extensions on certain things?
- Not that I'm aware of. We're trying, we're working within the deadlines. We prioritize things that have a deadline, particularly anything with circuit court or any of our litigation that always comes to the front, but obviously, the records request delay is what's giving me pause because we don't wanna look like we're delaying. Obviously that's, you know, a communications coming in from a constituent or from an alder. We wanna try and get that out as quickly as possible, otherwise that information gets stale, so we want to try and keep keeping up, and we're not.
- Okay, and my example, five years.
- Yes.

- I mean, I don't know if any of you guys would be happy with having to wait five years for a request to be fulfilled, but that still burns, and I'm not blaming you at all, okay? But I think that's totally unacceptable. I can't imagine a private sector company telling somebody to wait five years. I know what they would do, they would go somewhere else. And my concern is if we're five years waiting for stuff like that, how much other stuff is being noticed by other entities going, you know, what's up with Green Bay?

- Sure.

- And I just don't think that's a way to operate any of our departments here, having to wait five years to get a product done. Does anyone else have any questions for staff, yes?

- Attorney Bungert, could you just give us an idea with the open records? 'Cause we were hoping that the open record requests will go down, I mean, a lot seem like an election related or lease related.

- A lot of it is election related, and while we don't have an election going into the fall, we're, you know, we're gonna be approaching an election in the spring and then another election, obviously, in fall of 2024. Like Deputy City Attorney Cochart had mentioned previously, just the culture and the atmosphere with respect to transparency and the state laws that have been put in play years ago, this is just a trend that's gonna keep going up. As we've been looking at the data, at least from the time that I've been in the office, it's a line that just keeps going up, and there's small little dips here and there, but for the most part, people are just requesting more information, and particularly a lot in email form because that is the majority of our communications come through email, and it's just a time intensive way of searching through things. We are in the process of implementing a new software to try and help alleviate that and create a little bit more efficiency, and we're working with IT to get that onboarded, which will help, hopefully help maximize our one staff person, our one support staff person that that handles these from the law department, but it's not something I'm anticipating going away or slowing down in any means.

- Yeah, are they coming like, just after this recent election, is it?

- Yes, just from the election alone from two people, we received 10 records requests.

- We, I mean, council members know the person who requested our records, but you don't have to answer that.

- Yes.

- So I heard you say that the posting, the delay in hiring of legislative or legal assistant, and that created, so that's what's-

- Some cost savings, yes. So I tracked that over with personnel with finance, so we would have room to be able to do that. And I think the projection, obviously, we project in a range for hiring, it will be at a lower range so we'll be able to have some cost savings as they're there as well, so overall, I think it's gonna be budget neutral, and I still think we're gonna have some salary savings at the end of the year, so it's not eating all of it up.

- No, that's fine. It was actually my suggestion back in the fall too. There was a number of things I was trying to do to make the budget, the tax increases easier to digest. So it was actually my motion to do this, and you know, I think it would be, unless someone else has questions, appropriate for me to make the motion to approve it, because obviously, the ramifications of delaying hire and just seems like a very modest payroll request that I think it's very practical and pertinent for us to approve.

- I would second that. Same deal, like, to me, you've got your line item on salary. I think this is getting to a level, I understand why it has to be here, but this to me feels like a level of micromanagement we don't need to engage in, so I fully support the motion.

- It was a big conversation piece at budget time, so staff I felt it was appropriate to bring it just so everybody was on the up and up and we can get approval.

- Yeah, but I just also want to make it known that Attorney Cochart, your staff is wonderful. I think they've walked through a lot of really complex issues, and I wish we had the funding, and I know this is another discussion, and maybe I haven't always been on the side you'd like me to be on this particular issue, but it would be great if we could add additional resources to your department, because the need for good legal representation continues to grow.

- Absolutely, and small changes like this just to try and maximize what we have, and by no means is this, you know, the golden egg that is gonna solve all of our problems, but the more people, the longer I have people in the office, the more work obviously that can get done, so every little bit helps.

- All right, so I have a motion. Second?

- Second.

- All us in favor say aye.

- [All] Aye.

- Any opposed? That passes unanimously. Onto, Cheryl, just one second. Yeah, can you hold one second? We're on item number three, consideration with possible action on a market assessment and pay grade adjustment for electrician position from pay grade one to pay grade-

- The one grade two, number two.

- Number two, I'm sorry.

- That's okay.

- Oh, that's it, yeah, for consideration with possible action on the 2023 City of Green Bay and City of Green Bay International Brotherhood of Electrical Workers Local number 158 labor agreement.

- So we can go to closed session very briefly It won't take too long.

- Move to go into closed session.

- Second.

- Committee may convene in closed session pursuant to section 19.85 subsection one subsection E, Wisconsin statutes for purposes of deliberating or negotiating public employee contracts for competitor regarding any reasons. We may thereafter reconvene in open session pursuant to section 19.85 subsection two Wisconsin statutes to report the results of the closed session and consider the balance of the agenda.

- All that's in favor say aye.

- [All] Aye.

- Any opposed? All right, I'm gonna escort Cheryl out for just a second.

- [Cheryl] Good Lord.

- All right, we're back live. There was a motion to go back to open session and a second. All those in favor?

- [All] Aye.

- Any opposed? That passes unanimously.

- Motion to approve item two.

- Second.

- I have a motion to approve item two and a second. All those in favor say aye.

- [All] Aye.

- Any opposed? That passes unanimously. On item number three for consideration with possible action on the market assessment and pay grade adjustment for the electrician position from pay grade I to pay grade J, an electrician foreperson position from pay grade J to pay grade K. Any questions for staff?

- Motion to approve.

- Second.

- All of us in favor say aye.

- [All] Aye.

- Any opposed? That passes unanimously. Onto informational, does anyone have any questions for staff on the report of routine personnel action items?

- I do.

- Alder Brunette.
- Chief Faulds on here absent was the open chief of staff position. Has the mayor decided whether or not he's going to fill or post that position?
- Yeah, I think he's going to fill it, and I believe its will be going at some point.
- Do you know when they anticipate the start date is?
- I think sooner rather than later. I'm then working on the offer letter. So would the common council like to be updated when that is gonna be?
- I think it would just be practical. I mean, it would be great, because in that position's job description, it clearly says to support council, city council, so when we weren't notified that he left, it kind of rubbed us all a very wrong way.
- Okay.
- Communication's in there.
- All right, any other questions? All right, our next meeting is May 9th of 2023. I'll entertain a motion to adjourn.
- So moved.
- Second.
- All those in favor say aye.
- [All] Aye.
- Anyone that would really be opposed? All right, that passes unanimously.