

MINUTES
PERSONNEL COMMITTEE
Tuesday, February 25, 2014
City Hall, Room 207
3:00 p.m.

Members Present: Ald. Andy Nicholson, Ald. Amy Kocha, Ald. Thomas Sladek, Ald. Thomas DeWane

Others Present: Lynn Boland, Melanie Falk, Dawne Cramer, Dawn Foeller and others.

1. Roll Call.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. DeWane seconded by Ald. Sladek. Motion carried 3-0.

3. Approval of the minutes of the meeting of February 11, 2014.

A motion to approve the minutes of the meeting of February 11, 2014 was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried 3-0.

4. Request to fill Forestry Worker I position in Parks, Recreation and Forestry and all subsequent vacancies resulting from internal transfers.

A motion to approve the request to fill the Forestry Worker I position and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

5. Request by Ald. Moore, with possible action, to delay the October 1, 2014 2% general salary increase for newly hired employees until they have been employed for 6-months or consider other options.

A motion to hold the request by Ald. Moore until the next Personnel Committee meeting was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried 4-0.

6. Request by Ald. Kocha to discuss, with possible action, a review by Human Resources on health insurance benefits as they relate to City employees in domestic partnership relationships that have been legally recognized.

Ald. Kocha stated she is withdrawing the request at this time and moved to receive and place on file the request to review health insurance benefits. Ald. DeWane seconded the motion. Motion carried 4-0.

7. Update and discussion regarding labor negotiations.

Director Boland stated the City and Bus Operators union reached a tentative agreement for a 2-year contract last week. The terms of the agreement include:

- 2% general wage increase effective February 23, 2014 which includes a \$350 lump sum payment for the time period of October 1, 2013 – February 22, 2014.
- 2% general wage increase effective with the start of the pay period in which October 1, 2014 occurs.
- 2% general wage increase effective with the start of the pay period in which October 1, 2015 occurs.
- If during the term of the contract, other City general municipal employees receive a general increase that exceeds the amounts listed above, the bus operators will also receive the additional general wage increase.
- If the City Council expands the policy language regarding the calculation of overtime to include holidays and other paid leave time, this policy change would also be provided to the bus operators.
- Dues Deduction/Fair Share provision.
- Other miscellaneous language changes.

Ald. Sladek inquired about the fair share fee. Director Boland explained that employees are not required to join the union, but they are required to pay their fair share which is somewhat less than the union dues. Members do not have to pay the portion of the dues under law that is used towards lobbying. The union is required to represent all employees covered by the agreement.

A motion to approve the tentative agreement between the City of Green Bay and Amalgamated Transit Union, Local 857, ATU, AFL-CIO was made by Ald. DeWane and seconded by Ald. Kocha. Motion carried 4-0.

8. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of Routine Personnel Actions for regular employees was made by Ald. Sladek, seconded by Ald. Kocha, motion carried 4-0.

There being no further business, a motion to adjourn was made by Ald. DeWane and seconded by Ald. Sladek at 3:10 p.m. Motion carried 4-0.

Respectfully submitted,
Peggy Barden
Recording Secretary