

MINUTES
PERSONNEL COMMITTEE

Tuesday, March 25, 2014

City Hall, Room 207

5:40 p.m.

Members Present: Vice Chair Amy Kocha, Ald. Thomas Sladek, Ald. Thomas DeWane

Members Excused: Chair Andy Nicholson

Others Present: Lynn Boland, Steve Grenier, Melanie Falk and others.

1. Roll Call.

2. Adoption of the Agenda.

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

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

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

4. Request to fill the Equipment Operator position in Public Works and all subsequent vacancies resulting from internal transfers.

A motion to approve the request to fill Equipment Operator position in Public Works 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. Kocha, to discuss with possible action, the issue of revising the overtime payment policy, as it relates to the current requirement for employees to actually work 40-hours per week before overtime is paid.

Ald. Kocha apologized for holding this item over in previous meetings, but it gave her the opportunity to adequately prepare and meet to discuss this issue with staff. Ald. Kocha explained her concern is with a program that asks employees to work for the same amount of money when they are called in to plow snow at midnight and work all night long versus working 8am-5pm during the week. As a community we should be placing a higher value on those kinds of hours and demands on employees. Ald. Kocha is interested in changing the policy.

Ald. Kocha then asked if employees are working split shifts. Director Boland replied there may have been discussion regarding split shifts, but it hasn't happened.

Ald. Kocha would like to see the policy revised to include both holiday and vacation hours as counting towards time worked. Ald. Kocha feels it's important to include vacation in the calculation of time worked. The City grants employees the right to take vacation and employees can only carryover a limited number of hours each year. Allowing employees to take vacation also benefits the City in that it gives employees a reprieve so they remain alert and safe on the job. There is no indication that split shifts are happening so that issue does not need to be addressed.

A motion to revise the overtime payment policy to count holiday and vacation hours towards the 40-hours worked per week was made by Ald. Kocha and seconded by Ald. DeWane.

Ald. DeWane stated Act 10 did not put the current overtime policy in effect; it was a choice staff made. Throughout the years, there were fair negotiations, and the Mayor and Council voted for the contracts. The fact that some of these changes were made without Council approval; kind of gets me a bit. The Council may need to go back and look at the changes. There were a lot of things that were good and a lot of things that didn't work out so well. Ald. DeWane said employees deserve their vacations and if they happen to be on vacation and are needed to work for the City, they should be paid time and one-half. The same with holiday pay. Ald. DeWane has no problem approving this tonight.

Ald. Sladek asked Director Boland to clarify the process by which these changes took place in reference to Ald. DeWane's comments the changes occurred without City Council review. Director Boland disagreed the changes took place without Council approval. Director Boland stated City Council reviewed and approved the contracts around March 28 or 29, 2011, which was prior to the effective date of the contracts. The personnel policy was reviewed and changed at a later date with approval from the City Council.

Ald. Sladek asked Ald. Kocha to explain what problem we are trying to solve. Ald. Kocha sees the issue as fairness and value that the City places on our employees. Ald. Kocha understands the current policy requires the employee to actually physically work 40-hours in the week before any overtime calculation would be made in their salary. We praise our employees and talk about how much we value them, but then when it comes to the monetary value that we place on them, we aren't quite consistent from my perspective. Ald. Kocha doesn't see the work hours of 8am-4pm as having the same monetary value as weekends, or middle of the night snow plowing events. It doesn't seem fair.

Ald. Sladek does not support this. The City's policy is not in variance with other municipalities in Brown County. Ald. Sladek doesn't see where there is a problem here and where the City should incur additional expense on this matter. If the City is going to incur additional expense on employee compensation, Ald. Sladek doesn't feel this is necessarily the first place to put it. Ald. Kocha stated the information received from the City of DePere, which is a Brown County employer, does appear to pay overtime to people who are called in or are required to stay

late. Ald. Sladek meant to say the City is in the pack with other employers, including Brown County, which is the first one listed in the report.

Discussion continued. Ald. Kocha asked if there were any budgetary concerns. Ald. DeWane spoke about the importance of compensating employees for taking them away from their families during the holidays and vacations. Ald. DeWane feels the procedures are not fair and supports the motion. Ald. Kocha inquired about an effective date in order to implement the calculation change and not incur back pay. Director Boland will check with Payroll, but anticipates a change could be made at the beginning of the next pay period following approval by the City Council.

A motion to open the floor to interested parties was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

The following individuals spoke in favor of changing the overtime policy to count holidays and vacation hours towards the 40-hours worked per week. Issues brought forward included employees having to work additional 12-hours during the weeks that include the Christmas and New Year's holidays before they receive overtime, fairness and morale.

- Glen Cieslewicz, Public Works employee.
- Fluffy Aerts, Parks Department employee.
- Paula Whiting, Public Works employee.
- Terry Vandenplas, Public Works employee.
- Mike Wood, Public Works employee.
- Jeff Curnett, Public Works employee.

Ald. Sladek stated for the record, he felt the Police Department's overtime budget request was excessive and without much support from others, attempted to get it reduced.

A motion to return to regular order was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

Ald. Kocha amended the motion to revise the overtime payment policy to count holiday and vacation hours towards the 40-hours worked per week to be effective at the beginning of the next pay period following approval by City Council.

Ald. DeWane stated for the record, that Ald. Sladek fought long and hard for a reduction in the Police Department's overtime budget. Ald. DeWane stated Police and Fire are considered emergency, but DPW is just as important because they are emergency too. Public Works fights winter hazards, summer storms with trees falling down, electrical wires, flooding, etc. and are just as important of emergency crew as anybody else in the City of Green Bay. Ald. DeWane feels Public Works should be no different than any other department and should be compensated.

Ald. Kocha disagreed that fairness is in the eye of the beholder; people know when something is fair and not fair. Ald. Kocha further stated that just because as a municipality we can now take action to impose items that can no longer be bargained, doesn't mean we should; and feels strongly that the way things are now is not fair and hence the motion. Ald. Kocha stated there is a motion and second on the floor.

Motion carried 2-1. Ald. Sladek voted no.

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

Ald. Moore was not present at the meeting. Ald. Sladek inquired whether Director Boland had discussed the policy change that had been proposed with Ald. Moore. Director Boland had discussed the policy change with Ald. Moore prior to the last meeting and his concern was implementing a policy that would be administratively difficult, but Ald. Moore did not provide Director Boland with any direction. Director Boland stated she spoke with senior staff regarding the changes and there was support if the committee decided to move in that direction.

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 3-0.

7. 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. DeWane, motion carried 3-0.

There being no further business, a motion to adjourn was made by Ald. DeWane and seconded by Ald. Sladek at 6:18 p.m. Motion carried 3-0.

Respectfully submitted,
Peggy Barden
Recording Secretary