

**MINUTES**  
**PERSONNEL COMMITTEE**

Tuesday, August 5, 2014

City Hall, Room 207

4:34 p.m.

Members Present: Ald. Andy Nicholson, Ald. Thomas DeWane, Ald. Guy Zima, Ald. Thomas Sladek

Others Present: Ald. Mark Steuer, Ald. David Nennig, Ald. Randy Scannell, Lynn Boland, Tom Molitor, David Litton, Kim Flom, Dawn Foeller, Tony Wachewicz, Steve Grenier, Greg Flisram, Melanie Falk, Coleen Hinz and others.

1. Roll Call.

Ald. Zima will chair the meeting until Ald. Nicholson arrives.

2. Adoption of the Agenda.

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

3. Approval of the minutes of the meeting of July 1, 2014.

A motion to approve the minutes of the meeting of July 1, 2014 was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried 3-0.

4. Request to fill the following positions and all subsequent vacancies resulting from internal transfers.

a. Mechanic Leadworker – Public Works

A motion to approve the request to fill the Mechanic Leadworker position in the Public Works Department and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

b. Assistant Director – Public Works

A motion to approve the request to fill the Assistant Director of Public Works position and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

c. Business Development Specialist – Economic Development

A motion to approve the request to fill the Business Development Specialist position in Economic Development and all subsequent vacancies resulting from

internal transfers was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried 3-0.

5. Request by Ald. Tom DeWane, to look at bringing back sergeants in the Police Department with possible action.

Ald. DeWane inquired if Ald. Zima and Ald. Sladek had met with Chief Molitor as discussed at the last meeting. Ald. Zima stated that he and Ald. Sladek met with Chief Molitor and reviewed the needs of the police department.

Ald. DeWane feels sergeants are needed in the police department table of organization. Ald. Sladek stated that after meeting and reviewing the staffing needs of the department with Chief Molitor, there is nothing that suggests there is a problem that would be solved by reinstating sergeants.

Ald. Nicholson arrived.

Ald. Nicholson disagreed and feels the department would build morale by bringing back sergeants. The sergeant level is a stepping stone into management and a good training level for prospective lieutenants and captains. In addition, the sergeant level provides a good buffer between management and line personnel. Ald. Nicholson would like to see the committee move forward and look at what it would take to bring back and implement sergeants in the Green Bay Police Department.

Ald. Steuer inquired as to the last time the sergeant position was in the police department table of organization. Chief Molitor replied 1996. Ald. Steuer asked if the Chief felt that bringing back sergeants would be viable. Chief Molitor is unsure how adding a buffer level of sergeant would increase morale. The Chief explained that officers receive training when they are promoted to lieutenant; the department is currently implementing a one month academy, plus training for a year. Lieutenants perform the same job duties as sergeants. Creating an extra layer in the table of organization by bringing back sergeants would increase salary costs because sergeants would need to be paid at a higher rate than specialists. Chief Molitor stated when Chief Lewis was hired in 1996, the sergeant rank was bought out in order to provide more control from the management perspective.

Ald. Nicholson inquired if the department is utilizing the City of Madison's policing model. Chief Molitor replied no, Green Bay is utilizing a district model, but it's not the same as Madison. The concepts involved in the district model Green Bay is using are from Madison, Milwaukee and other departments, but we created our own model.

Ald. Sladek would like to hear more about what is not working or what problem needs to be solved. Ald. Nicholson stated morale. Ald. Sladek inquired if there has been a morale problem since the mid-1990's as he is trying to make the connection between sergeants and good morale. Ald. Zima believes there may

have been a bond, theoretically, between officers and sergeants because they were in the union together. Ald. Zima stated there needs to be more discussion on this issue before making any decisions. Chief Molitor stated the union made a conscious decision to buy out sergeants; it was voted on and agreed to. Ald. DeWane said sometimes the consequences of a decision aren't felt until later and then you change it back. Chief Molitor stated he would welcome bringing back sergeants if he thought it would improve supervision of the department or improve staffing, but it will do neither.

A motion to hold the request to look at bringing back sergeants in the Police Department for one month or until Ald. Nicholson brings this item back was made by Ald. DeWane, seconded by Ald. Nicholson.

Under discussion, Ald. Nicholson asked if the Chief could provide additional information on the concepts and ideas the department is utilizing from other municipalities. Chief Molitor will check the files.

Motion carried unanimously.

6. Request by Ald. Tom DeWane, to discuss with possible action, hiring an outside consultant to study the Green Bay Police Department organization and discuss any cost savings the consultant may bring forward at a later committee meeting.

A motion to hold the request to hire an outside consultant to study the Green Bay Police Department for one month was made by Ald. DeWane and seconded by Ald. Zima. Motion carried unanimously.

7. Request by Ald. Nicholson for an updated report on the progress of the traffic unit within the Green Bay Police Department with possible action.

Chief Molitor provided a handout to the committee members and reviewed the traffic unit statistics for June and July 2014 which shows an increase in time spent on traffic related calls, productivity and citations issued by the four officers assigned to the traffic unit. Chief Molitor stated the officers spent 85% of their time on traffic related duties in July.

Ald. Nicholson asked if Chief Molitor could provide updates once a month on the progress of the traffic unit.

A motion to receive and place on file the report on the progress of the traffic unit within the Green Bay Police Department and bring back monthly updates was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

8. Request by Ald. Nicholson to review the Fire Department commendations with possible action.

A motion to receive and place on file the request to review the Fire Department commendations with possible action was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried unanimously.

9. Request by Ald. Nicholson to review the Hook & Ladder Program with possible action.

Ald. Nicholson asked Chief Litton to provide an update on the status of the arbitration. Chief Litton explained a hearing was held and both sides presented their case in front of the arbitrator. The sides then exchanged briefs on the matter and there is approximately a week left in which both sides can submit their rebuttal to the arbitrator regarding the other's brief. Once the arbitrator receives the rebuttals, he has 60-days to make his decision on the case.

Ald. Nicholson inquired if the department is utilizing the Hook and Ladder Program. Chief Litton indicated the program was put on hold during the arbitration process. Ald. Nicholson would like to give the Chief an opportunity to bring his own ideas and concepts regarding the program to the committee since he was not employed at the time the program was originally implemented. Chief Litton indicated his willingness to do so once we have the arbitrators' decision. Chief Litton feels the program is good and in the future may utilize all hospitals in the city.

Ald. Nicholson asked why an arbitrator would rule against this program if it's utilized in other cities throughout the country. Director Boland replied the issue is whether the contract language allows for this program. The union is claiming the contract language prohibits management from assigning this work and management is claiming they have the right to assign the work.

A motion to eliminate the current Hook & Ladder program and have Chief Litton promote his own program to the committee was made by Ald. Nicholson and seconded by Ald. Zima.

Under discussion, Ald. DeWane feels the committee should wait until the arbitrator's decision is handed down. Ald. Nicholson asked Chief Litton if he would be willing to bring back a program in a couple of months. Chief Litton prefers to wait for the arbitrator's decision before moving forward on this program. Ald. Sladek agreed the committee should wait for the arbitrator's decision and then have Chief Litton bring forward any suggested modifications to the program. Ald. Zima supports waiting for the arbitrator's decision and modifying the motion to continue the suspension of the program until after the arbitration decision with a full review by the committee before restarting the program.

Motion denied 1-3, with Ald. DeWane, Sladek and Zima voting no.

A motion to continue the suspension of the program until after the arbitration decision and the City Council makes a final decision on the scope of the program

was made by Ald. Zima, seconded by Ald. DeWane. Motion carried 3-1, with Ald. Nicholson voting no.

10. Update by staff on status of the review of the Housing Administrator position.

A motion to convene in closed session was made by Ald. Zima and the closed session language was read. Motion seconded by Ald. Sladek and carried on roll call vote.

Reporting out of closed session, a motion to have staff continue the review of the Housing Administrator position and report back when the review is complete was made by Ald. DeWane, and seconded by Ald. Sladek. Motion carried unanimously.

11. 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. Zima, seconded by Ald. Sladek, motion carried unanimously.

12. Labor negotiations.

- a. Notice by Green Bay Area Fire Fighters IAFF Local 141 to open contract negotiations for a successor agreement.

A motion to receive and place on file the notice by Green Bay Area Fire Fighters to open contract negotiations for a successor agreement was made by Ald. DeWane, seconded by Ald. Zima. Motion carried unanimously.

- b. Update and discussion on Police supervisory negotiations.

A motion to convene in closed session was made by Ald. Zima and the closed session language was read. Motion was seconded by Ald. Sladek and carried on roll call vote.

Reporting out of closed session, a motion to advise staff to continue with the negotiation process was made by Ald. DeWane, and seconded by Ald. Zima. Motion carried unanimously.

There being no further business, a motion to adjourn was made by Ald. DeWane and seconded by Ald. Zima at 6:25 p.m. Motion carried unanimously.

Respectfully submitted,  
Peggy Barden  
Recording Secretary