

AMENDED AGENDA

PERSONNEL COMMITTEE

Wednesday, January 14, 2015

City Hall, Room 604

4:30 p.m.

MEMBERS: Ald. Andy Nicholson, Ald. Tom DeWane, Ald. Tom Sladek, Ald. Guy Zima

1. Roll Call.
2. Adoption of the Agenda.
3. Approval of the minutes from the November 4, 2014 meeting.
4. Request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.
 - a. Programmer Analyst – Finance/IT
 - b. Engineering Technician – Public Works
 - c. Civil Engineer I – Public Works
- 4d. Request to fill Patrol Officer and Fire Fighter vacancies in 2015 that were approved as part of the budget.
5. Request to fill the following new positions approved as part of the 2015 budget and all subsequent vacancies resulting from internal transfers.
 - a. Programmer Analyst – Police
 - b. Forestry Worker I – Park, Recreation & Forestry
6. Request to reclassify and fill the Neighborhood Compliance Inspector position in the Community Development Department and all subsequent vacancies resulting from internal transfers. It is recommended this position be reclassified from the Inspectors pay schedule at \$18.78/hour to the Administrative Pay Schedule at Pay Grade 27N, salary range of \$16.60 - \$20.85/hour.
7. Request to modify and fill the Ranger position in the Park, Recreation & Forestry Department and all subsequent vacancies resulting from internal transfers. The requirements for this position have been modified and it is recommended this position be retitled to Natural Resources and Grounds Specialist and classified at Pay Grade 30E of the Administrative Pay Schedule.
8. Request to convert and fill the Hispanic Community Liaison position (\$18.68/hour) to a Neighborhood Crime Prevention Coordinator position (\$21.16/hour) in the Police Department and all subsequent vacancies resulting from internal transfers.

9. Request to modify Personnel Policy, Chapter 8 – Compensation, to include the following:
 - 8.9 POLICE DEPARTMENT RECORDS TRAINER PREMIUM. A \$1.00 per hour training premium will be provided to police records employee(s) assigned to train and evaluate new police records employees. The training will consist of the application and interpretation of police policies, laws and regulations as they relate to the maintenance of police records. This premium will apply only during the hours the trainer is training the new police records employees, which is approximately 6-8 weeks.
10. Request to approve contracting for an attorney to advise the Council on any issue at a contract salary of \$30,000 per year.
11. Request by Ald. Tom DeWane to have Human Resources solicit request for bids (RFPs) from outside consultants to conduct a broad study of the Green Bay Police Department to include reviewing and recommending potential operational and organizational changes to be more cost effective, including providing pros and cons on whether sergeants should be incorporated into the department at a cost not to exceed \$50,000. Prior to proceeding with the study, the results of the RFP process will be brought back to the Committee and Council for approval.
12. Update and discussion on labor negotiations.
 - a. Bus Mechanics
 - b. Firefighters
 - c. Police Supervisory Personnel

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.

13. Report of Routine Personnel Actions for regular employees.
14. Schedule date and time for the next Personnel and Finance Committee Meetings.

- 1) **THIS MEETING IS AUDIO TAPED:** THE AUDIO OF THIS MEETING & MINUTES ARE AVAILABLE ON LINE AT www.greenbaywi.gov
- 2) **ACCESSIBILITY:** Any person wishing to attend who, because of a disability, requires special accommodation should contact the City Safety Manager at 448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
- 3) **QUORUM:** Please take notice that it is possible that additional members of the Council may attend this committee meeting, resulting in a majority or quorum of the Common Council. This may constitute a meeting of the Common Council for purposes of discussion and information gathering relative to this agenda.
- 4) **REPRESENTATION:** The party requesting the communication, or their representative should be present at this meeting.