

AGENDA
PERSONNEL COMMITTEE

Wednesday, July 15, 2015

City Hall, Room 604

Immediately following Finance which meets at 4:00 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 May 13, 2015 meeting.
4. Request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.
 - a. Truck Driver – Public Works
 - b. Mechanic Leadworker – Public Works (internal transfer resulted in a mechanic vacancy, offer extended pending final approval)
 - c. Building Custodian – Police
 - d. Park Maintenance Worker – Parks, Recreation & Forestry
 - e. Assistant City Attorney I/Community Prosecutor – Law
 - f. Clerk III (Front Desk) – Police
5. Request to award a contract to Orthopedic & Spine Therapy not to exceed \$20,000 to work with the City of Green Bay on injury prevention for police and fire utilizing a physical therapist. Funding to come from a \$10,000 CVMIC grant and \$10,000 from the worker compensation budget.
6. Request to consider contracting with Carlson Dettman Consulting to conduct a classification and compensation study of all regular positions in the City, except for protective service positions and engineering positions previously studied, consistent with the attached Professional Services Agreement. The cost of conducting the study is estimated to be \$59,500, plus mileage and travel expenses to conduct the full study for up to 170 job classifications. Consultant's fee will be adjusted by \$250 per job evaluation over or under the 170 classifications. Following adoption of the plan the Consultant will also be available to handle classification appeals for \$150 per appeal.
7. Request to approve the reclassification of the Police Chief position from pay grade 43 (\$85,802 - \$106,718) to pay grade 44 (\$90,167 - \$112,171) effective upon appointment of the new Police Chief.

8. Recommendation to revise the classification structure for the Department of Public Works Labor Association (DPWLA) per the attached report, to be effective the first of the payroll period in which October 1, 2015 occurs. The annual cost of implementing the revised classification structure is approximately \$54,621 or 1% of the total DPWLA payroll with approximately \$39,000 from the general fund.
9. Request for out of state travel for DPW Communications & Electronics Tech Randy Frailing to attend the National Public Safety Telecommunications Council Regional Planning Workshop in Washington, D.C. on August 18, 2015.
10. Request by Ald. Tom DeWane to add another employee to help with community development.
11. Request by Ald. Nicholson for a report/recommendation on a program for a Gang Task Force along with the resources necessary for that plan with possible action.
12. Quarterly report on the number of speeding citations issued by the Green Bay Police Department with possible action.
13. Request by Ald. Nicholson for a review of all calls for service in the last 24-months where lieutenants in the Police Department were the primary responder.
14. Request to approve the collective bargaining agreement with the Fire Union for a 3 year term (January 1, 2015 through December 31, 2017) for a general wage increase of 2% effective July 1, 2015, 2% effective July 1, 2016, and 2% effective July 1, 2017.

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.

15. Report of Routine Personnel Actions for regular employees.

- 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.