

MINUTES
PERSONNEL COMMITTEE

Tuesday, March 31, 2015

City Hall, Room 207

4:45 p.m.

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

Members Excused: Ald. Thomas DeWane

Others Present: Ald. Tim DeWane, Ald. David Nennig, Ald. Mark Steuer, Lynn Boland, Tom Molitor, Jim Mueller, Dawne Cramer, Dave Litton, Melanie Falk, and others.

1. Roll Call.

2. Adoption of the Agenda.

A motion to adopt the agenda and move items 7 & 8 after item 3 was made by Ald. Sladek, seconded by Ald. Zima. Motion carried unanimously.

3. Approval of the minutes from the February 23, 2015 meeting.

A motion to approve the minutes from the February 23, 2015 meeting was made by Ald. Sladek, seconded by Ald. Zima. Motion carried unanimously.

4. Report by the Police Chief on the number of speeding citations issued by the Green Bay Police Department in 2014 with possible action.

Chief Molitor reported there were 1,376 speed related offenses in 2014. Ald. Nicholson asked how that compares to the number of citations issued from 2011 through 2013. Chief Molitor replied the number of speed citations was down, but there were a greater number of citations related to status offenses, such as driving after revocation, no driver license, etc. Chief Molitor considers speeding or moving violations more important than status violations and the department will focus more effort on speed related type offenses. Moving or rolling violations include following too closely and inattentive driving which are dangerous types of driving habits and are a major cause of accidents and injuries. Ald. Nicholson wants to focus on speeding only. Chief Molitor explained the department has to look at what causes accidents and problems on the roadways. Speed is one of the causes, but there are other moving violations that contribute to accidents too.

Ald. Nicholson asked whether the 1,376 speed related offenses include moving violations. Chief Molitor replied no. Ald. Nicholson stated when there was a traffic unit, they focused on speeding and wrote legitimate citations; if there were hot areas, the traffic unit would focus on those areas and report back on the number of

speeding tickets issued to see how the traffic unit was performing. When the individuals assigned to the traffic unit retired, they weren't replaced and the result has been a decline in the number of speeding citations issued. Ald. Nicholson wants to work with the department to increase these numbers. Chief Molitor would like to focus on areas of the City that are extremely dangerous and will have the most effect on the safety of the community. Running speed traps on roadways such as East Mason that have a nice speedway, but don't ever have an accident should not be the main focus. Ald. Nicholson asked about Manitowoc Road. Chief Molitor indicated results from speed boards placed on Manitowoc Road in the past show very minimal speeding in that area, but the department will run a spot check if Ald. Nicholson would like.

Ald. Nicholson agrees working areas that are extremely dangerous is important, but feels the traffic unit should cover the entire City. Chief Molitor indicated the traffic unit structure is part of the current negotiations with the union.

Ald. Zima said the department needs to have flexibility in staffing, but not at the cost of historically basic things the City has always done. The traffic unit always provided that resource in the past whenever it was needed. Chief Molitor stated that resource is still available. The total number of citations is on par with previous years, but understands Ald. Nicholson would like to see more speeding citations issued. Ald. Nicholson wants to see more enforcement like there was with the four gentlemen in the traffic unit.

Chief Molitor explained District Captains assign officers every day to deal with areas that have been identified in the districts. Traffic enforcement will be the focus of all officers, not just the four guys who were previously part of the traffic unit.

Ald. Zima said the City could do more in the area of traffic enforcement, and if more manpower is needed, he supports that. Chief Molitor stated the previous traffic unit's focus was solely on the number of tickets they could write and catching speeders, rather than looking at areas that are more dangerous for citizens. Ald. Zima indicated the State of Wisconsin provides grants specifically for traffic enforcement. Chief Molitor said the grants were cut by the State in 2013, which coincides with the decrease in speeding citations issued by the Green Bay Police Department. The department is pinpointing areas that are dangerous and will focus on those areas for traffic enforcement. Ald. Zima stated speeding has historically been important to the City.

Chief Molitor stated there is adequate staffing for traffic; it just needs to be more focused. If the department spends too heavily on putting resources in this area, then other initiatives that are extremely important for public safety will suffer. Ald. Zima again stated he's willing to add additional staff if needed.

Ald. Sladek shared a recent experience regarding a complaint by two constituents about speeding on West Point Road. Ald. Sladek contacted Lt. Ackermann who

agreed to put a speed board on West Point Road. Lt. Ackermann also talked with the District Captain about enforcement activity. Approximately 10-days later, Ald. Sladek received an email from Lt. Ackermann with the results from the speed board which included a report from one of the lieutenants who had engaged in enforcement activity in that area.

Ald. Sladek asked Chief Molitor to confirm that Lt. Ackermann is the correct contact person for traffic enforcement issues. Chief Molitor stated Lt. Ackermann is the traffic lieutenant and as such, will coordinate with the District Captains on traffic issues. Ald. Sladek feels this is a way for alderpersons who receive complaints about speed to contact someone who is responsible for traffic that will follow-up and get back to you. Chief Molitor asked the alderpersons to contact him directly if they do not receive a response.

Ald. Tim DeWane asked if Chief Molitor could bring the number of speeding citations, not moving violations to Council. People coming into Green Bay from Allouez are traveling at 45 mph by a school. Ald. Sladek stated the Chief reported those numbers today. Ald. Tim DeWane indicated he's received several complaints regarding this and nothing has been done.

A motion to receive and place on file the report by the Police Chief on the number of speeding citations issued by the Green Bay Police Department in 2014 was made by Ald. Sladek, and seconded by Ald. Zima.

Ald. Nicholson would like a report every 3-months.

The motion was amended by Ald. Sladek to request quarterly reports by the Police Chief on the number of speeding citations issued by the Green Bay Police Department and to receive and place on file the report that there were 1,376 speeding citations in 2014. Ald. Zima seconded the motion. Motion carried 3-0.

5. Request by Ald. Nicholson to review all 2014 police calls in the City involving transports for the Department of Corrections/State Building location with possible action.

Chief Molitor handed the committee members a report on the number of calls to the State Building from 2006 through 2015. After reviewing the report, Ald. Nicholson stated Chief Molitor is doing a good job as the number of calls is down since he took office. Ald. Nicholson stated he understands the importance of working with the Department of Corrections, but feels they should take care of their own.

A motion to receive and place on file the report by the Police Chief on the police calls involving transports for the Department of Corrections/State Building locations was made by Ald. Sladek, seconded by Ald. Zima. Motion carried 3-0.

6. Request to fill Park Maintenance Worker position in Parks, Recreation and Forestry and all subsequent vacancies resulting from internal transfers.

A motion to approve the request to fill the Park Maintenance Worker position in Parks, Recreations and Forestry and all subsequent vacancies resulting from internal transfers was made by Ald. Sladek and seconded by Ald. Zima. Motion carried 3-0.

Park Director Cramer requested to fill 2-positions as a second Park Maintenance Worker submitted his resignation earlier this week.

Ald. Zima amended the motion to approve the request to fill 2-Park Maintenance Worker positions and all subsequent vacancies resulting from internal transfers. Ald. Sladek seconded the motion. Motion carried 3-0.

7. Request for out-of-state travel for Captain Jeremy Muraski to attend the Responsible Retailers Forum, April 29-30, 2015 in Oklahoma.

Director Boland stated the Police Department is requesting out-of-state travel for Capt. Muraski to attend this conference. The City will be reimbursed for all travel and expenses related to the conference and there will be no overtime involved.

Ald. Nicholson requested that Capt. Muraski provide a report to the committee on what he learned at the conference.

A motion to approve out-of-state travel for Captain Jeremy Muraski to attend the Responsible Retailers Forum, April 29-30, 2015 in Oklahoma City and to provide a report on what was learned at the conference to the Personnel Committee was made by Ald. Zima and seconded by Ald. Sladek. Motion carried 3-0.

8. Request by Ald. Zima to approve contracting for an attorney to advise the Council on any issue at a contract salary of \$30,000 per year.

Ald. Zima stated the committee finally received a written opinion from the League of Municipalities and does not agree with their decision. When you have a right to request a second opinion on any particular item, where would the logic not follow that you couldn't do it on any issue or all issues. The League was not in communication with any of the committee members; rather the only communication was with the administration, so you get an administration slanted opinion. Ald. Zima has not had a chance to run this opinion by other professionals yet, but intends to gather his own information and bring this item back in the future. Attorney General opinions are nothing more than opinions; any attorney will tell you that. Any court case you ever go to, there are two different people with different opinions about a particular matter. Whatever happens to be coming down from whatever person on a single day is what is shoveled out to you. Ald. Zima feels this whole thing was coached and manipulated from the beginning to end, between our attorney's office

and the League of Municipalities. The League did not talk with any of the alderpersons. Ald. Zima understands there are difference of opinions and thinks this is basically bogus. The League makes points, but they are slanted in the direction they wanted to slant it. Ald. Zima will run this by a few other people and get other opinions to bring back and then we'll compare opinions. The administration has gotten the manipulated opinion they wanted out of the League of Municipalities and although it's fairly broad in approach, believes the conclusions are inaccurate. The Council has a right to ask anybody's opinion about anything we want to. It doesn't mean the Council is usurping the City Attorney's office and their function, but who says the Council can't second guess them when we don't agree. There were very few problems at the County using our own attorney. This opinion addresses that City statutes are a little different from County statues, but County administration never tried to pull the wool over anybody's eyes, because they knew somebody would be there to expose it. My purpose for this communication in the first place, was that we, the legislative branch, need the tool of being able to ask for an opinion of somebody that has experience in these areas that may differ from administration. Ald. Zima stills feels strongly about this issue and feels the Common Council is basically tolerated and ignored most of the time. Things are brought late at hand, and we have very little resources to counter anything administration does; we're just a bunch of little aldermen that have no employees; nobody in our corner. So, how can we argue with all the well-educated, all well-paid administration staff they have out there that basically serves one master. Staff doesn't serve the Council; their jobs depend on their loyalty to who hired them. Ald. Zima stated the Council needs some tools and feels the Council has been manipulated in many different terms where things have not been done transparently. Many times, even a sawmill lawyer like myself can get our attorney to change his opinion on the floor on occasion and I'm not even trained in the law, I've just been around awhile. The City goes through attorneys like pulp wood. Ald. Zima feels it's very important for the Council to have someone with long experience and a good understanding of municipal law to advise them.

A motion to receive and place on file the request by Ald. Zima to approve contracting for an attorney to advise the Council on any issue at a contract salary of \$30,000 per year was made by Ald. Sladek, and seconded by Ald. Zima. Motion carried 3-0.

9. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of Routine Personnel Actions was made by Ald. Zima and seconded by Ald. Sladek. Motion carried 3-0.

10. Update and discussion on labor negotiations.

Director Boland stated there was no update to report.

A motion to receive and place on file the update on labor negotiations was made by Ald. Zima and seconded by Ald. Sladek. Motion carried 3-0.

There being no further business, a motion to adjourn was made by Ald. Sladek and seconded by Ald. Zima at 5:30 p.m. Motion carried unanimously.

Respectfully submitted,
Peggy Barden
Recording Secretary