



MINUTES OF AN OFFICIAL MEETING:

Regular / Special Meeting: Human Resources and Public Safety Committee
Date and Time: Tuesday, January 19, 2021 at 6:30 P.M.
Location: City Hall, Common Council Chambers, 2000 North Calhoun Road
Members Present: Alderman Bob Reddin, Alderman Gary Mahkorn, Alderman Scott Berg, Alderman Rick Owen, and Alderman Kathryn Wilson.
Members Excused: None.
Others Present: Human Resources Director James Zwerlein, Alderman Chris Blackburn, Alderman Brad Blumer, Alderman Bill Carnell, Alderman David Christianson, and Alderman Jenna Meza.

1. Roll Call

After noting a quorum was present, Chairman Reddin called the Human Resources and Public Safety Committee to order at 6:30 p.m.

2. Announcements

Chairman Reddin stated the next meeting of the Human Resources and Public Safety Committee will be held on March 10, 2021 at 7:00p.m., if needed.

3. Minutes of the November 11, 2020 Meeting

Alderman Owen moved to approve the Minutes of the November 11, 2020 meeting. Seconded by Alderman Wilson. Motion carried 5-0.

4. Human Resources and Public Safety Committee Items

2020 Health Insurance Plan Experience Review.

Director Zwerlein presented the Executive Summary contained in the Data Dashboard report provided by the City's Insurance consultant, Willis, Inc. through November 2020, the health plan ran at 95.9% of budgeted accrual. There are twenty-three (23) claimants above 50% of the \$70k specific stop-loss deductible for the current calendar year. Director Zwerlein stated that the November plan experience was positive and historically December is as well, so the City can anticipate remaining under budget for the year. Lastly, while there have been larger claims this year than typical, the City will receive \$1.4 million in reimbursements from the stop-loss insurance carrier.

No action taken.

5. Common Council Items

Resolution approving the 2021 Compendium of City-wide Employment Policies.

Director Zwerlein presented the Compendium of Citywide Employment Policies. He summarized the significant undertaking in the review and update process that occurs every three years by the Human Resources Staff to the Committee that was outlined at the September 9, 2020 meeting. All review and update processes have since been completed, which included the following: Human Resources

Department Review, Department Head Review, Legal Review, and Union Review. Alderman Wilson suggested the removal of the second sentence in the first paragraph of the Employment Assistance Program policy due to the potential of it creating stigma around using the program. Alderman Reddin seconded this modification.

Alderman Owen moved to approve the resolution approving the 2021 Compendium of City-wide Employment Policies with the above modification. Seconded by Alderman Mahkorn. Motion carried 5-0.

6. Adjournment

Alderman Wilson moved to adjourn. Seconded by Alderman Mahkorn. Motion carried 5-0. 6:58 p.m.

Respectfully Submitted:

James Zwerlein

Human Resources Department/Human Resources Director