



MINUTES OF AN OFFICIAL MEETING:

Regular / Special Meeting: Human Resources and Public Safety Committee

Date and Time: Wednesday, March 10, 2021 at 7:00 P.M.

Location: City Hall, south-end of the 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

1. Roll Call

After noting a quorum was present, Chairman Reddin called the Human Resources and Public Safety Committee to order at 7:00 p.m.

2. Announcements

Chairman Reddin stated the next meeting of the Human Resources and Public Safety Committee will be held on April 14, 2021 at 7:00p.m., if needed.

3. Minutes of the January 19, 2021 Meeting

Alderman Mahkorn moved to approve the Minutes of the January 19, 2021 meeting. Seconded by Alderman Berg. Motion carried 4-0.

4. Human Resources and Public Safety Committee Items

a. 2020 Annual Review of Health Insurance Experience.

Director Zwerlein presented the Executive Summary contained in the Data Dashboard report provided by the City's Insurance consultant, Willis, Inc. Through December 2020, the health plan ran at 96.1% of budgeted accrual. There were twenty-two (22) claimants above 50% of the \$70k specific stop-loss deductible for the calendar year and twenty-three (23) claimants above 50% of the \$70k specific stop-loss deductible through the previous twenty-four months. The actual cost for the HDHP plan ran at 55.1% of projected cost for 2020 and the actual cost for the PPO plan ran at 136.6% of projected cost for 2020. This cost differential may suggest to the City to further incentivize the HDHP plan going forward.

Alderman Wilson mentioned the Elmbrook School District's significantly lower health insurance plan costs and achievement of cost savings through conversion to a HDHP. Director Zwerlein stated the trend generally has been toward HDHP, but cautioned that health insurance is an important element of the total compensation picture and the City's plan design options need to be evaluated in the context of employee demographics, its high-level health risk occupations, and, problems of recruitment and retention, particularly in the protective services.

No action taken.

Alderman Owen enters the meeting at 7:12 P.M.

b. 2021 Year-to-Date Review of Health Insurance Experience.

Director Zwerlein presented the Executive Summary contained in the Data Dashboard report provided by the City's Insurance consultant, Willis, Inc. Through January 2021, the health plan ran at 92.5% of budgeted accrual.

No action taken.

5. Common Council Items

2021 Salary Ordinance Addendum Amendment

Director Zwerlein presented the 2021 Salary Ordinance Addendum Amendment. He stated the police and fire sworn management pay plans received a 2.5% increase in the 2021 Salary Ordinance Addendum. However, the Assistant Chief titles in both departments are currently contained in the Management Pay Plan, which did not receive a structural wage increase. Consequently, appropriate wage differentials between the title of Assistant Police Chief and Police Captain; and, Assistant Fire Chief and Deputy Fire Chief, were not maintained. The recommendation transfers the titles of Assistant Police Chief and Assistant Fire Chief to the sworn management pay plan with rates sensibly above Police Captain and Deputy Fire Chief, similar to the differential standard found in other parts of the salary ordinance. This is necessary in order to reclaim the historic pay differential between the titles, which will preserve the Assistant Chief positions as financially attractive promotional opportunities.

He stated the Assistant Police Chief and Assistant Fire Chief currently receive a monthly auto allowance of three hundred dollars (\$300). This payment will cease as the new rates of pay will incorporate these amounts, reducing the overall cost of the transaction.

Alderman Berg lamented the fact that pay for performance systems do not lend themselves well to management of paramilitary organizations.

Director Zwerlein stated that, in addition, two (2) title corrections and an additional title to the non-represented intermittent and seasonal pay plan are proposed. The first title correction is for Co-Chief Election Inspector, which is recommended to be corrected to Assistant Chief Election Inspector. Under State law only one (1) chief per location is allowed and the title of Co-Chief Election Inspector implies there are two (2) chiefs; therefore, the revision of the title to Assistant Chief Election Inspector is recommended. The second title correction is Acting Special Voting Deputy to Special Voting Deputy to reflect the title provided in State statutes. Finally, the addition of the title of Election Assistant to Pay Range 325 is recommended in order for seasonal election office staff to have a designated title, which provides clarity for recruitment and accounting purposes, as well as to incentivize seasonal staff to return annually in order to reduce training time.

Alderman Berg moved to approve the resolution approving the 2021 Salary Ordinance Addendum Amendment. Seconded by Alderman Mahkorn. Motion carried 5-0.

6. Adjournment

Alderman Mahkorn moved to adjourn. Seconded by Alderman Owen. Motion carried 5-0. 7:47 P.M.

Respectfully Submitted:

James Zwerlein

Human Resources Department/Human Resources Director