



MINUTES OF AN OFFICIAL MEETING:

Regular / Special Meeting: Human Resources and Public Safety Committee

Date and Time: Wednesday, May 10, 2023, at 7:00 P.M.

Location: City Hall, North Conference Room, 2000 North Calhoun Road

Members Present: Alderman Christopher Blackburn, Alderman Chuck Bloom III, Alderman Rick Owen, Alderman David Christianson, and Alderman Bob Reddin.

Members Excused: None.

Others Present: Human Resources Director James Zwerlein and Human Resources Analyst Allie Gerschwiler.

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 Wednesday, July 12, 2023, at 7:00p.m., if needed.

3. Minutes of the March 8, 2023, Meeting

Alderman Bloom moved to approve the Minutes of the March 8, 2023 meeting. Seconded by Alderman Blackburn. Motion carried 5-0.

4. Human Resources and Public Safety Committee Items

2023 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 March 2023, the health plan ran at 92.3% of budgeted accrual.

Discussion item only. No action taken.

5. Common Council Items

Resolution approving a labor agreement between the City of Brookfield and the Brookfield Professional Police Association (B.P.P.A.).

Director Zwerlein presented the labor agreement between the City of Brookfield and the Brookfield Professional Police Association (B.P.P.A.), which consists of a four (4) year term. The agreement includes the following:

A general wage adjustments of 4% on January 1, 2023; 3% on January 1, 2024; 3.5% on January 1, 2025; and 4% on July 1, 2026.

A \$1,000.00 retention incentive payment on the payroll check covering November 1, 2023, and a \$500.00 retention incentive payment on the payroll check covering November 1, 2026.

Addition of the following language in the Hours of Work section, “The Union will pay the City the base salary of the scheduled employee for any time on shift that isn’t filled. In the event the unfilled time causes overtime exposure to the City, the Union shall pay 1.5x of the scheduled employee’s salary for the missed time. Such payment to be made as a deduction from the monthly dues payment from the City as soon as administratively practical. After 6 months without another incident union-wide of the above happening, the City will make payment to the Union equal to the amount initially deducted as soon as administratively practical.”

A modification requiring all compensatory time to be utilized by December 1, with any unutilized time being paid out to the employee on the payroll check covering December 1.

A five percent (5%) wellness employee premium share for 2023 health insurance, and a fifteen percent (15%) wellness employee premium share for those employees selecting the PPO option, if offered by the City.

Modification of language to ensure any carryover vacation does not qualify for generating additional vacation days.

Four (4) additional paid holiday hours.

Removal of language defining promotion and examinations.

And an increase of Field Training Officer rate of pay to \$2.00 per hour.

Alderman Owen moved to approve the resolution approving a labor agreement between the City of Brookfield and the Brookfield Professional Police Association (B.P.P.A.). Seconded by Alderman Bloom. Motion carried 5-0.

6. Adjournment

Alderman Bloom moved to adjourn. Seconded by Alderman Christianson. Motion carried 5-0. 7:48 P.M.

Respectfully Submitted:

James Zwerlein

Human Resources Department/Human Resources Director