



## MINUTES OF AN OFFICIAL MEETING:

Regular / Special Meeting: Human Resources and Public Safety Committee

Date and Time: Wednesday, June 15, 2022 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 David Christianson, Alderman Rick Owen, and Alderman Bob Reddin.

Members Excused: None.

Others Present: Human Resources Director James Zwerlein, Police Chief James Adlam, and Fire Chief David Mason.

### 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, August 10, 2022 at 7:00p.m., if needed.

### 3. Minutes of the March 9, 2022 Meeting

***Alderman Owen moved to approve the Minutes of the March 9, 2022 meeting. Seconded by Alderman Bloom. Motion carried 5-0.***

### 4. Human Resources and Public Safety Committee Item

#### a. Orientation and Discussion regarding the City of Brookfield Fire Department.

Fire Chief Mason led a discussion on the Fire Department's organizational structure, goals and challenges.

***Discussion item only. No action taken.***

*Fire Chief Mason left the meeting at 7:50 p.m.*

#### b. Orientation and Discussion regarding the City of Brookfield Police Department.

Police Chief Adlam led a discussion on the Fire Department's organizational structure, goals and challenges.

***Discussion item only. No action taken.***

#### c. Orientation and Discussion regarding Citywide Human Resources and HRPS Committee processes.

Human Resources Director Zwerlein led a discussion on the Human Resources Department's organizational structure, goals and challenges. He then outlined the legislative tools the Committee utilizes to set human resource policy direction and scope of pay and benefits for City employees. A

general discussion was held focusing on the state of the general economy and the potential impact of rising inflation and regulation on the City's employee and retiree relations.

***Discussion item only. No action taken.***

- d. 2022 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 April 2022, the health plan ran at 118.3% of budgeted accrual. There is one (1) claimant beyond 50% of the \$150k specific stop-loss deductible.

***Discussion item only. No action taken.***

5. Common Council Item

- a. Resolution approving the Suburban Narcotics and Vice Unit Mutual Aid Agreement.

Police Chief Adlam presented the rationale for participation in the Suburban Narcotics and Vice Unit. He stated a multi-jurisdictional approach is optimal to combat these crimes that transgress municipal boundaries. The Agreement contemplates the City of Brookfield supplying two (2) police officers on a part-time basis to the endeavor, with each municipality picking up its fair share of the associated costs.

***Alderman Blackburn moved to approve the Resolution approving the Suburban Narcotics and Vice Unit Mutual Aid Agreement. Seconded by Alderman Bloom. Motion carried 5-0.***

*Police Chief Adlam left the meeting at 8:30 p.m.*

- b. 2022 Salary Ordinance Addendum Amendment.

Director Zwerlein presented the 2022 Salary Ordinance Addendum amendment elevating the pay rates of the General Cleaner titles. The City has had difficulty attracting and retaining quality staff for this basic function, so reallocation of these titles to competitive pay rates is in order.

***Alderman Bloom moved to approve the 2022 Salary Ordinance Addendum Amendment. Seconded by Alderman Christianson. Motion carried 5-0.***

- c. 2022 Positions Ordinance Amendment.

Director Zwerlein presented the 2022 Positions Ordinance amendment reflecting the General Cleaner title modifications and to increase the amount of hours worked by the Utility Location Technician to full time. The full time status will enable more timely services at a price significantly lower than contracting the function to an outside firm.

***Alderman Owen moved to approve the 2022 Positions Ordinance Amendment. Seconded by Alderman Bloom. Motion carried 5-0.***

6. Adjournment

***Alderman Blackburn moved to adjourn. Seconded by Alderman Bloom. Motion carried 5-0. 9:08 P.M.***

Respectfully Submitted:

James Zwerlein

Human Resources Department/Human Resources Director