



MINUTES OF AN OFFICIAL MEETING

Regular Meeting of: Human Resources and Public Safety Committee

Date and Time: Wednesday, July 19, 2023, at 7:00 pm

Location: City Hall, North Conference Room, 2000 N. Calhoun Road, Brookfield WI 53005

Members Present: Alderman Christopher Blackburn, Alderman David Christianson, Alderman Rick Owen, and Alderman Bob Reddin (Chair)

Others Present: Human Resources Director James Zwerlein, Human Resources Analyst Allie Gerschwiler, Police Chief James Adlam

Members Absent/Excused: Alderman Chuck Bloom III

7/19/2023 - Minutes

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 9, 2023, at 7:00p.m., if needed.

- a. The Next Meeting Of The Human Resources And Public Safety Committee Will Be Held On Wednesday, August 9, 2023 At 7:00 P.m., If Needed.

3. Approval Of Minutes.

- a. Wednesday, May 10, 2023.

Alderman Owen moved to approve the Minutes of the May 10, 2023 meeting. Seconded by Alderman Christianson. Motion carried 4-0.

4. HRPS Committee Items

Legislative Referral Regarding ALPRS (may be referred to the Legislative and Licensing Committee).

Police Chief Adlam presented the Police Department's draft policy on Automated License Plate Reader (ALPR/FLOCK), which details the stationary ALPR/FLOCK program that the Police Department is implementing later this year. Alderman Blackburn inquired about more of the specifics on data collection and use of data. Chief Adlam stated that stored ALPR and FLOCK data is not associated and will not identify any person who is operating a vehicle; the data is confidential, for official use only; and the data is only retained for thirty (30) days.

Alderman Owen moved to table the Legislative Referral Regarding ALPRS. Seconded by Alderman Blackburn. Motion carried 4-0.

General discussion regarding the Waukesha County Communications Center (WCC).

Discussion item only. No action taken.

Police Chief Adlam exited at 8:10 P.M.

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 June 2023, the health plan ran at 92.6% of budgeted accrual. There are four (4) claimants beyond 50% of the \$150k specific stop-loss deductible.

Discussion item only. No action taken.

General discussion on Human Resources Matters for the balance of 2023.

Discussion item only. No action taken.

5. Common Council Items

Resolution approving Sworn Management Retention Incentive.

Director Zwerlein presented the Resolution approving a Sworn Management Retention Incentive, which provides Sworn Police Management 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, and Sworn Fire Management a \$1,000.00 retention incentive on the payroll check covering November 1, 2023 and 2024. The most recent collective bargaining agreements between the City and the Brookfield Professional Police Association (BPPA) and the Brookfield Professional Firefighting Association (BPFA) include retention incentive pay provisions and the City maintains a practice of providing Sworn Police and Fire Management employees the same level of benefits as those of represented employees.

Alderman Christianson moved to approve the resolution approving Sworn Management Retention Incentive. Seconded by Alderman Blackburn. Motion carried 4-0.

Resolution approving the 2024 Dental Insurance Program.

Last year, the Committee approved a two-year renewal quote from Delta Dental, Inc., representing a three percent (3%) rate decrease; however, the resolution only provided for 2023. Accordingly, Director Zwerlein presented the Resolution approving the 2024 Dental Insurance Program.

Alderman Blackburn moved to approve the resolution approving the 2024 Dental Insurance Program. Seconded by Alderman Owen. Motion carried 4-0.

2023 Positions Ordinance Amendment.

Director Zwerlein presented the proposed 2023 Positions Ordinance Amendment, which details the effectuation of the reduction of one-half (1/2) FTE Project Engineer position from DPW Administration/Engineering and the addition of one (1) FTE Project Engineer position to Public Works Inspection/Survey; the reclassification of one (1) FTE position Engineering Technician III to Engineering Technician II; and the retitling of Public Works Inspector to Engineering Technician II. Staff is recommending this amendment to complete development review in a timelier manner and to more accurately allocate needs and costs to the appropriate division.

Alderman Owen moved to approve the 2023 Positions Ordinance Amendment. Seconded by Alderman Blackburn. Motion carried 4-0.

2024 Salary Ordinance Addendum.

Director Zwerlein presented the proposed 2024 Salary Ordinance Addendum for the Committee's consideration. The recommended wage increases are as follows: three percent (3%) across-the-board increase for titles in most sections of the Addendum, with an additional increase to Sergeant and Lieutenant Titles to provide pay compression relief, a greater adjustment to the Election Inspector positions, which haven't been adjusted since 2020, and an additional "Emergency and Special Event Overtime" pay practice for Sworn Police Management to be paid at straight time with approval from the Police Chief.

Alderman Christianson moved to approve the 2024 Salary Ordinance Addendum. Seconded by Alderman Blackburn. Motion carried 4-0.

6. Adjournment.

Alderman Christianson moved to adjourn. Seconded by Alderman Blackburn. Motion carried 4-0. 9:20 P.M.

Respectfully Submitted: James Zwerlein Human Resources Department/Human Resources Director