

**THESE ARE THE MINUTES OF THE HUMAN  
RESOURCES AND PUBLIC SAFETY COMMITTEE  
MEETING HELD ON TUESDAY, SEPTEMBER 24, 2019 AT  
7:00 P.M. IN THE NORTH CONFERENCE ROOM-CITY  
HALL, 2000 N. CALHOUN RD, BROOKFIELD, WI.**

MEMBERS PRESENT: Alderman Bob Reddin, Alderman Gary Mahkorn, Alderman Renee Lowerr, Alderman Rick Owen, and Alderman Dan Sutton.

EXCUSED: None.

OTHERS PRESENT: Police Chief Daniel Tushaus and 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 November 12, 2019, if needed.

3. Approval of the minutes of the July 16, 2019 meeting.

Alderman Mahkorn moved to approve the minutes of the July 16, 2019 meeting. Seconded by Alderman Lowerr. Motion carried 5-0.

4. Human Resources and Public Safety Committee Items:

Health Insurance Plan Experience Update.

Director Zwerlein presented the Executive Summary contained in the Data Dashboard report provided by the City's Insurance consultant, Willis, Inc. Through August 2019, the health plan ran at 89.8% of budgeted accrual. There are eleven (11) claimants beyond 50% of the \$70k specific stop-loss deductible. Discussion item only. No action was taken.

5. Common Council Items:

a.) Resolution approving agreement between the City of Brookfield Police Department and the United States Justice, Drug Enforcement Administration regarding the State and Local HIDTA Task Force.

Police Chief Tushaus presented the Agreement for the Police Department to participate in the Milwaukee District Office State and Local Area Task Force (DEA/HIDTA), which would entail the assignment of one sworn police officer to work on the multi-jurisdictional task force. He stated that for over forty (40) years, the City has participated in a similar fashion

with an assignment of an officer with the Waukesha County Metro Drug Unit. The new assignment would be in lieu of the Waukesha County assignment. The new framework is anticipated to maximize the cost benefit ratio going forward.

Alderman Mahkorn stated he perceives great advantage to crossing county barriers for this enforcement activity. It does not make sense to limit our efforts to Waukesha County, given from where much of the source of the problem derives. Alderman Sutton asked about how other police departments are reacting to the Brookfield move – Chief Tushaus replied many Waukesha County police departments are re-evaluating their participation in order to maximize effectiveness.

Alderman Sutton moved to approve the Resolution approving an agreement between the City of Brookfield Police Department and the United States Justice, Drug Enforcement Administration regarding the State and Local HIDTA Task Force. Seconded by Alderman Owen. Motion carried 5-0.

*Police Chief Tushaus left the meeting at 7:24 p.m.*

b.) Resolution approving the 2020 Dental Insurance program.

Director Zwerlein presented the renewal quote from Delta Dental, Inc., representing a zero increase in costs for 2020. The staff recommendation is to renew with Delta for 2020, as it is the preferred provider for dental insurance amongst City of Brookfield employees, with an expansive network of providers at a cost that will remain reasonable and competitive, given our claims experience.

Alderman Sutton moved to approve the Resolution approving the 2020 Dental Insurance program. Seconded by Alderman Mahkorn. Motion carried 5-0.

c.) 2020 Salary Ordinance Addendum.

Director Zwerlein presented the proposed 2020 Salary Ordinance Addendum for the Committee's consideration. He stated that in general terms, a 2% wage increase is recommended for titles contained in most sections of the Addendum. This is consistent with 2020 union wage settlements, and with the CPI, which is running at approximately 2.1%.

Director Zwerlein stated that new for 2020 is the incorporation of a new section to define the wage structure for employees holding the recreation associate titles. Historically, the Parks and Recreation Commission, rather than the Common Council, approved these wage determinations. They have been incorporated into the Salary Ordinance to ensure the rates paid are pursuant to the proper authority. Alderman Lowerr inquired about the rate of pay for lifeguards and whether a greater increase should be considered in light of the labor market and the responsibility level of the job. Director Zwerlein replied it is an aspect that is being monitored and may result in a request to increase the pay in 2020 if we perceive there to be recruitment and retention issues developing.

Director Zwerlein stated greater wage adjustments have been made to the rates of pay for election workers to ensure adequate staff coverage for this key function. Chairman Reddin

inquired about the rates of pay for seasonal laborers and whether a greater increase would be in order in consideration of private sector comparable. Director Zwerlein replied that while the City has experienced a reduction in annual applicants, returnees typically staff the positions every summer, and we have not had difficulty staffing the operations. However, if the trend continues, we may be requesting a greater increase in 2021.

Director Zwerlein then proceeded to outline the changes in organizational design proposed in the 2020 budget that would have an impact on salaries and positions. In general, the changes affect eight (8) departments and divisions yielding a net increase in 2.87 FTE positions. However, two (2) of the positions created are the two entitled School Resource Officers already approved by the Common Council, to be paid for by Elmbrook School District. Accordingly, all together, the net increase in salary outlays projected for all changes amounts to approximately \$85k.

Alderman Sutton moved to approve the 2020 Salary ordinance addendum. Seconded by Alderman Mahkorn. Motion carried 5-0.

d.) 2019 Positions Ordinance Amendments.

Alderman Mahkorn moved to approve the Resolution approving the 2019 Positions Ordinance Amendments. Seconded by Alderman Lowerr. Motion carried 5-0.

6. Adjournment.

Alderman Mahkorn moved to adjourn. Seconded by Alderman Sutton. Motion carried 5-0.  
7:47 p.m.