

**Personnel Committee Meeting Minutes**  
**October 28, 2020**  
**12:30 p.m.**

Item 1. Call Meeting to Order

Ald. Gehl called the meeting to order at 12:35 p.m.

Item 2. Roll Call

Committee members present: Ald. Gehl and Ald. Duchniak. Ald. Toman was excused.

Also Present: City Administrator Andrew Vickers, Police Chief Steve Anderson, Fire Chief Mike Kressuk, Assistant Fire Chief Mike Havey, Attorney Robert Buikema, HR Manager Judy Rogers, and Management Intern Josh Allain.

Item 3. Approval of minutes from 10/14/2020

*Ald. Duchniak made a motion to approve the minutes of 10/14/2020; seconded by Ald. Gehl. All aye; motion carries.*

Item 4. Request to fill two (2) full-time police officer vacancies due to the resignation of Probationary Officers.

*Ald. Duchniak made a motion to approve filling two (2) full-time police officer vacancies due to the resignation of Probationary Officers; seconded by Ald. Gehl. All aye; motion carries.*

Item 5. Review and consider approval of tuition reimbursement request for Battalion Chief Scott Kasten.

*Ald. Duchniak made a motion to approve the tuition reimbursement for Battalion Chief Scott Kasten; seconded by Ald. Gehl. All aye; motion carries.*

Item 6. Review and consider approval of tuition reimbursement request for Firefighter/Paramedic Daniel Rohde.

*Ald. Duchniak made a motion to approve the tuition reimbursement for Firefighter/Paramedic Daniel Rohde; seconded by Ald. Gehl. All aye; motion carries.*

Item 7. Request to fill a full-time Fire Lieutenant/EMT vacancy due to the retirement of LT. Steve Wilding on October 31, 2020.

The vacancy created will be filled by an active firefighter. A list of qualified candidates is being created. Eventually, a firefighter position will need to be posted.

*Ald. Duchniak made a motion to approve the filling of a full-time Fire Lieutenant/EMT vacancy due to the retirement of Lt. Steve Wilding on October 31, 2020; seconded by Ald. Gehl. All aye; motion carries.*

Item 8. Consider a motion to convene into closed session pursuant to Wis. Stats. Section 19.85(1), (c), (e) and (g) for the:

- a. Purpose of bargaining over wages, hours, and working conditions with the International Association of Firefighters Local No. 1848.

*Ald. Gehl made a motion to convene into closed session at 1:03 p.m.; seconded by Ald. Duchniak. All aye; motion carries.*

Item 9. Consider a motion to reconvene into open session.

*Ald. Gehl made a motion to convene into open session at 1:51 p.m.; seconded by Ald. Duchniak. All aye; motion carries.*

Item 10. Consider a motion to take action on any closed session item, if necessary.

No actions needed.

Item 11. Discuss and consider Health insurance rate renewal.

HR Manager Judy Rogers presented 2021 renewal rates received from the City's Benefit Consultant, Gallagher. Ald. Gehl requested the following information:

- 1. Percent of the increase by group and by category (employee, employee+ 1 and family)*
- 2. The actual dollar amount of the stop loss premium increase; what was it in 2020 and what will it be in 2021*
- 3. Comparable from neighboring communities regarding their health insurance premiums*
- 4. Health Insurance Fund Balance as of 12/31/2019*
- 5. How will the claim costs in 2020 affect the health insurance fund balance projection for 2021*

Item 12. Adjournment.

Dated this 28th day of October, 2020

#### Public Notice

Upon reasonable notice, a good faith effort will be made to accommodate the needs of disabled individuals through sign language interpreters or other auxiliary aid at no cost to the individual to participate in public meetings. Due to the difficulty in finding interpreters, requests should be made as far in advance as possible preferably a minimum of 48 hours. For additional information or to request this service, contact the Oak Creek City Clerk at 766-7000, by fax at 766-7976, or by writing to the ADA Coordinator at the Oak Creek Health Department, 8040 S. 6<sup>th</sup> Street, Oak Creek, Wisconsin 53154.

It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above-stated meeting to gather information; no action will be taken by any governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice