

**Personnel and Finance Committee Meeting Minutes**  
**July 28, 2021**  
**12:00 P.M.**

Item 1. Call Meeting to Order

Ald. Toman called the meeting to order at 12:04 P.M.

Item 2. Roll Call

Committee members present Ald. Toman, Ald. Gehl, and Ald. Duchniak

Also Present: City Administrator Andrew Vickers, Assistant City Administrator/Comptroller Max Gagin, Police Chief Steve Anderson, Police Captain Mike Bolender, Police Captain Dave Stecker, Fire Chief Mike Kressuk, Human Resources Manager Judy Rogers, and Management Intern Josh Allain

Item 3. Approval of minutes from 06/23/2021

*Ald. Gehl made a motion to approve the minutes of 06/23/2021, seconded by Ald. Duchniak. Ald. Toman abstained, all aye; motion carried.*

Item 4. Discuss the Police and Fire Department Wage Compression Survey issued by the City to seven (7) Municipalities.

Discussion for this topic focused on the compression of wages between command staff and the non-command staff. HR Manager Rogers and ACA Gagin provided information on a possible reason for this compression, low paid command staff in relation to similar position holders in and adjacent to Milwaukee County. Gagin informed the group that the difference in how gun allowance is handled has and will lead to compression as well. The members of the Committee noted this issue will have large impacts on the operating budget, so they would like the larger Council to be brought in and desire for the next budget to consider this issue, even if the recommended changes to pay structure need to take place over time. The length of the current collective bargaining agreement was discussed as a potential time line for making incremental changes to address the issue.

*Ald. Toman made a motion to adjourn at 1:34 P.M., seconded by Ald. Gehl. All aye; motion carried.*

**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.