

## **OFFICAL MINUTES**

### **FINANCE & PERSONNEL COMMITTEE OF THE PLYMOUTH COMMON COUNCIL COUNCIL CHAMBERS 128 SMITH STREET CITY OF PLYMOUTH, WISCONSIN**

**TUESDAY JULY 9, 2024**

1. **Call to Order and Roll Call:** Finance & Personnel Committee Chair Nelson called the meeting to order at 6:29 PM. On call of the roll, the following member were present: Mayor Pohlman, John Nelson, Jeff Tauscheck, Greg Hildebrand, and Mike Penkwitz. Also present were Dave Herrmann, Angie Matzdorf, John Binder, Director of Public Works Cathy Austin, Police Chief Ken Ruggles, Deputy Chief Matt Starker, City Administrator / Utilities Manger Tim Blakeslee, and City Clerk Anna Voigt.
2. **Approval of Meeting Minutes for June 25, 2024 meeting:** Motion was made by Gilson/Tauscheck to approved the minutes for June 25. A unanimous aye vote was cast. Motion carried.
3. **Discussion and Recommendation on Comp and Class Study:** City Administrator/Utilities Manager Blakeslee explained one of the goals of the 2023-2026 Strategic Plan is Workforce Recruitment and Retention. One of the strategic initiatives is to review the compensation/benefits plans and strategies. The goal of a Compensation and Classification Study is to ensure correct classifications, update job titles, and inform compensation strategy in accordance with applicable federal and state laws. This project was planned for 2025 however a series of departures in the electric department encouraged staff to request that this project be completed more quickly. Staff is recommending McGrath. Pohlman asked how long the study will take. Blakeslee stated it will take 16 weeks to complete the study implementation will take 12-16 months. Gilson asked if this study could help us now. Blakeslee stated that it could help starting with the '25 budget. Tauscheck stated that he is happy to see this being done and help address some issues. Hildebrand would like staff to look into what Sheboygan County is doing. Penkwitz stated he was impressed with the proposal from McGrath. Motion was made by Pohlman/Tauscheck to recommend Council approve the proposal with McGrath not to exceed \$26,458, utilizing the remaining ARPA funds. Upon the call of the roll, all voted aye. Motion carried.
4. **Discussion and Recommendation on Police Department Body Camera Project:** Chief Ruggles explained that the Department has been using Digital Ally in-car and body-worn cameras for at least a decade. All of the hardware has reached "end of support" from the company In the last year they have been experiencing problems with the equipment downloading video files and difficulty keeping cameras working. Replacement parts are becoming difficult to find now that the company is ending support for the system. Redaction software is difficult to work with and comes from third-party vendor, so it is not supported by the camera company. Chief Ruggles and the department have been working with three vendors since fall of 2023. A majority of police department within

Sheboygan County are currently using Motorola camera systems, this includes the Sheboygan County Sheriff and Sheboygan Police Department. Staff recommends to enter into a 5-year contract with Motorola Solutions to provide a new camera system as part of the 2025 Capital Improvement Budget. Pohlman stated he likes the idea of getting one camera per officer including the Chief and Deputy Chief. Motion was made by Pohlman/Tauscheck to Recommend the Council approve the 5-year contract with Motorola Solution to provide a new camera system to the Police Department. Upon the call of the roll all voted aye. Motion carried.

5. **Adjournment:** Motion was made by Nelson/Gilson to adjourn the meeting. A unanimous aye vote was cast. Motion carried.