

Personnel and Finance Committee Meeting Minutes
November 9, 2022
12:00 P.M.

Item 1. Call Meeting to Order

Ald. Gehl called the meeting to order at 12.01 P.M.

Item 2. Roll Call

Committee members present: Ald. Gehl, Ald. Duchniak, and Ald. Kurkowski.

Also Present: City Administrator (CA) Andrew Vickers, Assistant City Administrator (ACA) Max Gagin, Director of Public Works Matt Trebatoski, Fire Chief Mike Kressuk, Human Resources Manager Toni Vanderboom, Assistant City Engineer Ashley Kiepczynski, Management Assistant Carly Persson, Attorneys from Buelow Vetter Law including Rob Buikema and Christina Katt, Representatives from Labor Association of Wisconsin (LAW) group including Doug Nelson and John LaRosa.

Item 3. Approval of minutes from 10/26/2022

Ald. Gehl made a motion to approve the minutes of 10/26/2022, seconded by Ald. Duchniak. All aye; motion carried.

Item 4. Consider a *motion* to convene into closed session pursuant to Wis. Stats. Section 19.85(1)(c), (f), (e) and (g) to discuss:

- a. 2023 wage adjustment up to CPI for the Labor Association of WI (LAW) group.
- b. Fire Department employee settlement agreement.

Ald. Duchniak made a motion to convene into closed session pursuant to Wis. Stats. Section 19.85(1)(c), (f), (e) and (g) to discuss 2023 wage adjustment up to CPI for the Labor Association of WI (LAW) group and the Fire Department employee settlement agreement, seconded by Ald. Kurkowski. All aye; motion carried.

The City and LAW representatives reached consensus on a 2.50% cost-of-living-adjustment (COLA) on January 1, 2023 for all LAW members. In reality, total compensation for LAW members increases about 6.6%, or \$149,700, from 1/1/2022 to 1/1/2023 due to mid-year compensation adjustments approved for certain LAW positions by the Common Council in May and June of 2022. Additionally, Director Trebatoski provided the group with a preview of the new DPW employee progression program, which will be presented to the Committee at their next meeting.

The Committee discussed a Fire Department employee settlement agreement to resolve outstanding workers compensation cases and allow the employee to retire via duty disability. Attorneys for Buelow Vetter provided additional background and recommended the Committee proceed with the settlement agreement.

Item 5. Consider a motion to reconvene into open session.

Ald. Duchniak made a motion to return to open session, seconded by Ald. Kurkowski. All aye; motion carried.

Item 6. Consider a motion to take action on any closed session item, if necessary.

Ald. Duchniak made a motion to recommend the Common Council approve the 2023 LAW Agreement including a 2.50% COLA as of January 1, 2023 for LAW members, seconded by Ald. Kurkowski. All aye; motion carried.

Ald. Duchniak made a motion to recommend the Common Council approve a settlement agreement with Brian Anderson and to authorize City Administration to certify Mr. Anderson's duty disability application, seconded by Ald. Kurkowski. All aye; motion carried.

Item 7. Review and consider 2023 wage adjustment for all non-represented employees.

Ald. Kurkowski made a motion to recommend the 2023 Salary Ordinance to Common Council as presented, seconded by Ald. Duchniak. All aye; motion carried.

Item 8. Adjournment.

Ald. Duchniak made a motion to adjourn at 1:09 P.M., seconded by Ald. Kurkowski. 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, fax at 766-7976, or write to the ADA Coordinator at the Oak Creek Health Department, 8040 S. 6th 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.