

Personnel and Finance Committee Meeting Minutes
November 8, 2023
10:30 A.M.

Item 1. Call Meeting to Order

Ald. Gehl called the meeting to order at 10:34 A.M.

Item 2. Roll Call

Committee members present: Ald. Kurkowski and Gehl present. Ald. Ruetz excused.

Also Present:

- City Administrator (CA) Andrew Vickers
- Assistant City Administrator (ACA) Max Gagin
- Human Resources (HR) Manager Toni Vanderboom
- City Engineer Matt Sullivan
- Public Works Specialist Adam Bridges, LAW representative
- Public Works Specialist John La Rosa, LAW representative
- Labor Consultant Doug Nelson, LAW representative

Item 3. Approval of minutes from 10/25/2023

Ald. Gehl made a motion to hold the minutes of 10/25/2023 to the next meeting, seconded by Ald. Kurkowski. All aye; motion carried.

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

- a. City's negotiating position with the Labor Association of Wisconsin (LAW) for the purpose of bargaining over wages for 2024

Ald. Gehl made a motion to convene into closed session pursuant to Wis. Stats. Section 19.85(1)(c) and (e) to discuss the City's negotiating position with the Labor Association of Wisconsin (LAW) for the purpose of bargaining over wages for 2024, seconded by Ald. Kurkowski. All aye; motion carried.

Item 5. Motion to reconvene into open session.

Ald. Gehl made a motion to reconvene into 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. Gehl made a motion to recommend the 2024 LAW Agreement including a 3% cost of living adjustment as of January 1, 2024 for LAW members to the Common Council, seconded by Ald. Kurkowski. All aye; motion carried.

The City and LAW representatives reached a consensus on a 3% cost-of-living adjustment (COLA) on January 1, 2024 for all LAW members. In reality, total compensation for LAW members increases about 5.1%, or \$106,000 from 1/1/2023 to 1/1/2024 due to mid-year compensation adjustments via the DPW Employee Progression Program. Additionally, HR Manager Toni Vanderboom provided the group with an overview of the Paid Time Off (PTO) policy updates and Extended Paid Leave Bank policy approved by the Common Council on November 7, 2023.

Item 7. Review and consider wage adjustment for all non-represented employees as of January 1, 2024.

Ald. Gehl made a motion to recommend the 2024 Salary Ordinance to Common Council as presented, seconded by Ald. Kurkowski. All aye; motion carried.

Item 8. Adjournment

Ald. Gehl made a motion to adjourn at 11:45 A.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.