

**CITY OF FRANKLIN  
PERSONNEL COMMITTEE MEETING  
FRANKLIN CITY HALL HEARING ROOM  
9229 W. Loomis Road, Franklin, Wisconsin  
6:00 p.m. November 21, 2022**

**MINUTES**

- I. The November 21, 2022 Personnel Committee Meeting was called to order at 6:00 p.m. by Vice-Chair Barber in the Hearing Room at City Hall. Members present were Alderman Barber, Traynor, Budny, Prusko Emmons, and Alderman Holpfer. Alderman Nelson and Chair Wikel were excused. Also in attendance were Director of Administration Steeno and Human Resources Manager Zahn.

- II. Citizen comment period

There were no comments during the citizen comment period.

- III. Approval of the Minutes from 10/17/22

Motion by Member Traynor and seconded by Member Emmons to approve the minutes from 10/17/22 as written. Motion Carried: Ayes- All.

- IV. Director of Administration Recap on 2023 Benefit Renewals

Motion by Alderman Holpfer and seconded by Member Traynor to move to place report on file. Motion Carried: Ayes – All.

- V. Consideration of Aligning Benefits within the Non-Represented Employee Group

Motion by Member Traynor and seconded by Member Prusko, effective as of 1/1/2023, to recommend to Council to update the retiree health insurance benefit for Dispatchers, changing the employer subsidy from ‘75% of the insurance premium rate in effect in 2005’ to ‘75% of the insurance premium rate in effect at the time of retirement’, for those employees who meet the established eligibility requirements, to be aligned with all other non-represented employees.. Motion Carried: Ayes - All.

Motion by Alderman Holpfer and seconded by Member Emmons, effective as of 1/1/2023, to recommend to Council to implement the same retiree health insurance benefit for those current non-represented employees who previously belonged to the Teamsters and AFSCME union groups as all other non-represented employees except Public Works Employees; this benefit, with the City paying for 75% of the retiree insurance premium rate in effect at the time of retirement, is to be afforded to those with at least 20-years of service with the City of Franklin, who retire between the ages of 62 and 65, with the City paid subsidy ending at age 65, to be aligned with all other non-represented employees except Public works Employees. Motion Carried: Ayes – All.

Motion by Member Emmons and seconded by Alderman Holpfer, effective as of 1/1/2023, to recommend to Council to update the retiree health insurance benefit for Public Works employees, changing the eligibility for the benefit from ‘age 60 and 15 years of service’ to ‘age 60 and 20 years of service’, to align the years of service needed with all other non-represented employees,

AND grandfather in the existing employees to allow them to remain at the 15 years of service so that they will not be negatively affected during the transition. Motion Carried: Ayes – All.

Motion by Member Emmons and seconded by Alderman Holpfer, effective as of 1/1/2023, to recommend to Council to award current and future Public Works Employees their third week of vacation after ‘five years of service’ rather than after ‘six years of service’ to align the benefit with all other non-represented employees. Motion Carried: Ayes – All.

Motion by Alderman Holpfer and seconded by Member Traynor, effective as of 1/1/2023, to recommend to Council to award current and future Dispatchers their fourth week of vacation after ‘twelve years of service’ rather than after ‘thirteen years of service’ to align the benefit with all other non-represented employees. Motion Carried: Ayes – All.

Motion by Member Prusko and seconded by Member Traynor, effective as of 1/1/2023, to recommend to Council to change the accrual method for Dispatchers to accrue vacation, depending on annual allocation, on a per pay period basis, as other non-represented employees, rather than on an annual basis, including a transition period for existing employees so that they will not be negatively affected during the transition. Motion Carried: Ayes – All.

VI. Staffing Report

Information was provided but no action was needed.

VII. Next Meeting Date

The next regularly scheduled meeting is planned for December 19, 2022.

VIII. Adjournment

Motion by Member Traynor and seconded by Member Emmons to adjourn the Personnel Committee meeting at 6:28 p.m. Motion carried: Ayes-All.