

CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, May 12, 2025 – 5:30 p.m.
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin

MINUTES

The meeting was called to order by Chairman Steiner at 5:30 pm.

Present: Chairman Steiner, Vice-Chair Erickson Aldermen Ellis and Bruno, Council President Borchardt, Director of Finance Rasmussen, and City Clerk Nagel.

Also present: Mayor Lang, Police Chief Olson, Public Works Director Kaiser, Deputy Director of Community Development Schmidt, Human Resources Director Fairchild, Aldermen Lendrum, Bruno, and Pollnow.

Absent/Excused: None.

1. Public Appearances: None.
2. Minutes: **Motion/Second/Carried by Ellis/Bruno to approve the minutes from the April 28, 2025 Regular Meeting as written. All voting aye.**
3. Development and Fee Agreement – 2nd Addition to Freedom Acres Subdivision (Attachments) (Schmidt)
Motion/Second/Carried by Borchardt/Ellis to recommend Council approve the 2nd Addition to Freedom Acres Subdivision Development and Fee agreement, all voting aye.

Director Schimdt explained that the proposed plat is the final plat in the Homes at Freedom Meadows/Freedom Acres subdivision which includes 26 single-family residential lots. These two subdivision are finishing five years ahead of schedule. The developer is responsible for installing public utilities which the city will inspect prior to taking them over.

4. Position Status Change – HR Recruitment and Retention Coordinator (Attachments) (Fairchild)
Motion/Second/Carried by Ellis/Bruno to recommend Council approve the transition of Human Resources Recruitment and Retention Coordinator from part-time to full-time effective July 1, 2025, all voting aye.

Director Fairchild presented her memo to the Committee. The forecast for this position is to become the People Operations Manager with the goal of transferring the daily operation tasks to this position as well as future succession planning. Currently, 30 hours a week is not enough time to sustain the additional tasks currently carried out by this position let alone the extra people management aspect of future forecasting. The reclassification will be funded by the removal of an underperforming add-on service tied to our job application platform. The goal would be to have the People Operations Manager position online with the 2026 budget, if the budget can sustain it.

5. Ordinance No. 25-03 Repealing Transportation Assessment Replacement Fee (TARF) and Replacing with Municipal Vehicle Registration Fee (Wheel Tax) (Attachments)
Motion/Second/Carried by Ellis/Borchardt to recommend Council approve Ordinance No. 25-03 Repealing Transportation Assessment Replacement Fee

(TARF) and Replacing with Municipal Vehicle Registration Fee (Wheel Tax), all voting aye.

Director Kaiser explained the ordinance codifies Council's approval of the wheel tax at their last meeting. Section 2 of the ordinance deletes the TARF and Section 3 establishes the wheel tax. The wheel tax will go into effect on January 1, 2026. The process is the \$30/fee will be collected by the Department of Motor Vehicles (DMV) at the time of vehicle registration.

6. Resolution for Associated Bank Trust Agreement (Attachments) (Rasmussen)

Motion/Second/Carried by Erickson/Bruno to recommend Council approve Resolution for Associated Bank Trust Agreement allowing Director Rasmussen as an authorized signatory on the Associated Bank accounts, all voting aye.

Director Rasmussen advised this is a housekeeping item. Associated Bank advised they did not have this resolution on file.

7. Police (Local 8) Union Tentative Agreement 2025-2027 (Attachments) (Rashid)

Motion/Second/Carried by Borchardt/Bruno to recommend Council approve Police (Local 8) Union Tentative Agreement 2025-2027, all voting aye.

Chief Olson advised the Police Union Contract was set to expire December 31st. However, the Police Department was losing officers because of pay; officers were able to make more money essentially by doing the same job in other municipalities. Pay was and continues to be a deterrent for hiring officers to replace ones to go to another municipality. Every officer that left made it known it was a business decision; they wanted to stay but couldn't afford to with family obligations.

Since the contract was set to expire in December, the Officers Union asked and as granted a reopening of the current contract with the goal to adjust pay to benefit the entire department. Key contract adjustments are discussed in Attorney Rashid and Chief Olson's amended memo which is attached to these minutes.

Funding for the contract adjustments comes from two unfilled positions: a designated traffic officer and an investigator. These two positions will remain open on the roster but unfunded until the budget allows them to be filled.

8. Fiscal Matters: March 2025 Vouchers (Attachments) (Rasmussen)

Motion/Second/Carried by Ellis/Bruno to receive and place on file the March 2025 Vouchers. All voting aye.

9. Adjournment

Motion/Second/Carried Erickson/Ellis to adjourn the meeting 6:01 PM. All voting aye.

Respectfully submitted,



Charlotte Nagel
City Clerk

Report

Report



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DAVID C. RASHID
CITY ATTORNEY

MEMORANDUM (Amended)

DATE: May 9, 2025

TO: Chairman Dan Steiner, Ald., Finance & Personnel Committee, Mayor Lang

From: City Attorney David Rashid & Chief Aaron Olson

RE: Police (Local 8) Union Tentative Agreement 2025-2027

The police union and City's bargaining team met recently for finalization of a new, Tentative Agreement (TA) which has been approved by myself, for the City, and both the union representative, Tom Schrenk, and its president, Austin Riska.

The main points of change from the contract otherwise expiring at the end of this calendar year, include (in summary description) the following:

- Salary increases (for patrol, sergeants and investigators), phased in over the term of the contract
- Enhancement in credited service of laterally hired officers for vacation benefits
- Confirmation of scheduling changes made during the last contract period
- Reduction in overtime for officers called in for "call-in time" and court time
- Reduction or elimination of certain "banked" time for vacation for current, separated or retired officers
- Reduction in number of hours permitted for comp time carry-forwards
- Reduction or elimination of number of hours permitted for sick leave pay-outs upon retirement
- Adjustments to Professional Improvement Program and Grievance Procedures
- Elimination of outmoded residency requirements
- The term of the agreement is reduced from three to two-and-a-half years in length, effective from July 1, 2025 to December 31, 2027

Please consult the terms of the TA for all, specific details of the above.

Lastly, the City was able to fund the salary increases due to its freezing of two previously budgeted positions.

CITY OF NEENAH
Office of the City Attorney

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APPROPRIATE AND RECOMMENDED ACTION IS A MOTION TO RECOMMEND THE COMMON COUNCIL APPROVE THE TENTATIVE AGREEMENT REACHED BY THE CITY AND UNION.

Amended

Police Union Contract

	Current Budget	New Contract Cost	New Contract Cost	New Contract Cost
	<u>2025</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
Lieutenants	\$ 519,250	\$ 543,779	\$ 580,833	\$ 598,659
Current Structure	2,958,980	3,035,630	3,248,627	3,395,690
Total	3,478,230	3,579,409	3,829,460	3,994,349
Wage Increase Cost		101,179 2.91%	351,230 10.10%	164,889 4.31%
Less: Traffic Safety Officer	-	-	(101,925)	(105,003)
Less: Investigator	-	(97,427)	(102,937)	(106,015)
Net Cost	3,478,230	3,481,982	3,624,598	3,783,331
Additional funding needed		3,752 0.11%	146,368 4.21%	158,733 4.38%

2025: 2.5% Jan. 1, 1% 1-6, 7% 7+ Jul. 1

2026: 1.5% Jan. 1 and Jul. 1

2027: 1.5% Jan. 1 and Jul. 1

~~**2028:** 1.5% Jan. 1 and Jul. 1~~