

Pursuant to due call and notice thereof, a closed work session of the City Council of Appleton was held on Tuesday November 18, 2025 in the Council Chambers at the Appleton Civic Center to discuss union negotiations.

Council Members Present in Chambers: Justin Koepp, Al Oyen, Vanessa Lhotka-Meyer.

Council Members Absent: Stacey Raddatz, Jim Masee

City Staff Present in Chambers: John Olinger – City Administrator

After closing the session, Mayor Koepp called the meeting to order.

Olinger introduced the AFSCME Council 65 Police Union agreement changes. He stated the union accepted the city council's counter proposal but directed that Lilbon Clark, a part-time officer performing full-time hours must be brought on as a full-time officer. The council agreed. Olinger stated a further demand was to set a policy on contracted officers' hours that was competitive and would assist our officers to use their vacation, sick and compensatory time off. Olinger stated Chief Borsgard and he would bring a proposal to the city's December meeting. He stated this would not be added to the union contract. The council also stated with an increase in pay to Officer Clark, they no longer wish to provide free housing. Olinger was directed to communicate such to the union.

Olinger then stated the union representing the Clerk/Treasurer agreed to the city's offer. One concern the city council requested Olinger resolve is the accumulation of over 502 hours of compensatory time. They directed Olinger to contact Ms. Haugen and her union representative to discuss solutions.

International Union of Operating Engineers Local 70 proposal, and the preliminary agreement reached but for salaries. The Council discussed the need to attract and retain qualified staff with fair compensation. They agreed the benefits package of 90/10 is attractive. Olinger reviewed the language and clarified that 90/10 is only relevant for the first \$2,000 in premiums. Above \$2,000 the premium is split 50/50. The council stated they supported a step-system. The city currently does not have a step system. Olinger pointed out the problems in retaining staff who are at the rate of pay offered and have been on the job for several years and seeing new hires come in at the same rate of pay. Olinger stated this was one point contributing to Jeff's discontent and the city council responded by offering a temporary, through December 31, 2025, retention bonus for those over one year of employment. Olinger then reviewed the public works laborer rate for Madison at \$28.07 at the top of the step. The Council then reviewed a five-step-system that would make \$28 the top of a five-step four-year system. Only two employees in the union would be at the top of the step system Olinger stated. Most employees would come at step 2 or 3. This system would provide an increase but guarantee a path to a salary that is competitive. The council directed Olinger to craft a step system with public works laborers at \$28 using the increase from \$22.93, their current salary as the percent to apply to the other job classifications and start each new hire at the current salary plus the retention bonus rate. All other terms were agreeable.

Nonunion employees. Olinger stated there is one nonunion employee, Kaitlynn Anderson. He asked if the same offer would be made to her and the council gave consensus to offer the same with a step system and percent increase.

Adjournment: Koepp reopened the meeting. A motion to adjourn the meeting was made by councilmember Lhotka Meyer and seconded by councilmember Oyen. Meeting was adjourned at 9:00 pm.