

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL COMMON COUNCIL CHAMBERS
9229 W. Loomis Road, Franklin, Wisconsin
6:00 p.m., September 15, 2025**

MINUTES

- I. The September 15, 2025 Personnel Committee Meeting was called to order at 6:00 p.m. by Chair Budny in the Common Council Chambers at City Hall. Members present were Chair Budny, Alderman Hasan, Alderwoman Eichmann, Members Prusko, Richard, and Ireland. Members Ferguson and Heidingsfeld resigned. Also in attendance was Mayor Nelson, Director of Administration Hersh, and Human Resources Manager Zahn.

- II. Citizen comment period

There were no citizen comments.

- III. Approval of the Minutes from 7/14/2025

Motion by Alderman Hasan and seconded by Alderwoman Eichman to approve the minutes from 7/14/2025 as submitted. Motion Carried: Ayes- All.

- IV. Clerk's Department Employee Non-Voting Representative – Requested topic is consideration of a change in the requirements for non-represented employees regarding retiree health insurance due to similar changes in the Police and Fire Labor Agreements

Motion by Alderwoman Eichmann and seconded by Alderman Hasan to accept the Clerk's recommendation to go forth to the Common Council. Motion Carried: Ayes – All.

- V. Update on the City Attorney Hiring Process

Motion by Member Richard and seconded by Alderman Hasan to increase the top end of the salary range to \$150,000. Motion Carried: Ayes – All.

- VI. Approval of a Letter of Understanding Regarding Wages for a Paramedic Captain Position

Motion by Alderwoman Eichmann and seconded by Member Richard to recommend approval of the Letter of Understanding. Motion Carried: Ayes – All

- VII. Approval of a Job Description and a Letter of Understanding for a Community Paramedic Position

Motion by Member Prusko and seconded by Alderwoman Eichmann to accept the job description with the title change as discussed. Motion Carried: Ayes – All.

Motion by Member Richard and seconded by Alderwoman Eichmann to approve the Letter of Understanding between the City of Franklin and the Professional Firefighters Local 2760 with change of past practice sick leave language and title as discussed. Motion Carried: Ayes – All.

- VIII. Consideration of a Change from a Good Friday Holiday to a Personal Day for Certain Non-Represented Employees and Elimination of the 5 year requirement for Personal Days (to standardize benefits for Non-Represented Employees)

Motion by Alderman Hasan and seconded by Member Richard to recommend approval of the change of Good Friday/Personal Holidays for non-represented employees as requested. Motion Carried: Ayes – All.

- IX. Consideration of a Change to the Sick Leave Benefits for Non-Represented Employees (including when the accrued benefit begins and when sick leave can be used)

Motion by Alderwoman Eichmann and seconded by Member Richard to recommend approval of the sick leave clarification that sick leave for non-represented employees is earned from the date of hire and can be used once it has been earned. Motion Carried: Ayes – All.

Motion by Member Prusko and seconded by Member Richard that sick leave can be used for family members within the household, but that the Personnel Committee would like language brought back to the Committee for language approval. Motion Carried: Ayes – All.

Motion by Alderwoman Eichmann and seconded by Member Richard to agree to treat non-represented non-management the same in regards to maximum sick leave accruals, as requested. Motion Carried: Ayes – All.

- X. Staffing Report

Info provided. No action needed.

- XI. Future Agenda Items

- XII. Next Meeting Date

The next regularly scheduled meeting is planned for October 20, 2025.

- XIII. Adjournment

Motion by Member Richard and seconded by Member Prusko to adjourn the Personnel Committee meeting at 7:06 p.m. Motion carried: Ayes-All.