



**Minutes**  
**Committee #2**  
**Labor Negotiations, Personnel, Policy & Administration**  
**November 17, 2023**

**Committee #2 met on Friday, November 17, 2023 at 9:30 AM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.**

Council/Committee Members present: John Monarski, CW King, Chuck Hull

Others present: Finance Manager/Treasurer Lynne Bauer, Fire Chief Jason Thom, Police Chief Matt Kelm, Attorney Steve Weld.

Call to Order: 9:30 AM

Items of business to be discussed or acted upon at this meeting are shown on the attached agenda below:

**1. Open Session**

**2. Discuss revisions to the Police Department “Agreement to Reimburse Investments and Costs”. Possible recommendations to the Council.**

Chief Kelm presented the original version and two amended versions of the Agreement to Reimburse Investments and Costs that new officers sign upon hire. Both proposed agreements clarify personalized issued equipment for reimbursement and one proposal includes reimbursement of the full amount if leaving before 18 months and a pro-rated amount if leaving prior to 3 years. Attorney Ferg has reviewed both and indicated either one would be appropriate to implement for future hires.

**Motion by Hull/King to recommend the Council approve the revisions to the Agreement to Reimburse Investments and Costs for future new hires incorporating the pro-rated repayment terms. All present voting aye. Motion carried.**

**3. Closed Session**

**Motion by Monarski/Hull to go into closed session under WI Statutes 19.85(1)(e) for “deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting public business with competitive or bargaining implications” to: a) discuss labor negotiation issues and strategies; and to include Council Members, Mayor, City Clerk, City Finance Manager/Treasurer, Police Chief, Fire Chief, Attorney Weld; may return to open session.**

**Roll Call Vote: Monarski – Aye; Hull - Aye; King – Aye. Motion carried.**

The Committee discussed Item a) listed above.

**Motion by Hull/CW to return to open session. All present voted aye. Motion carried.**

**4. Adjournment.**

**Motion by King/Monarski to adjourn at 10:30 AM. All present voted aye. Motion carried.**

**Minutes submitted by,  
John Monarski, Chair**

# CHIPPEWA FALLS POLICE

**Integrity • Compassion • Commitment**

## AGREEMENT TO REIMBURSE INVESTMENTS AND COSTS

This is an agreement between Officer Name and the City of Chippewa Falls. This agreement is entered into prior to the commencement of my employment as a police officer with the City. In consideration, and as a condition of being offered employment by the City I, Officer Name, agree that if I choose to leave the employ of the City before the completion of three years I will reimburse the City for the training and equipment expenses incurred by the City during my employment. I understand and agree that this reimbursement includes the following:

1. New Hire Police In-house Tactical Training: \$ 1,000.00
  - Firearms, Defense and Arrest Tactics, Tactical Skills, Safety Training
2. Personalized Issued Equipment: \$ 2,500.00
  - Ballistic Vest, Exterior Carrier, Boots, Jacket, ~~Uniforms~~ **Shirts, Pants**

If I choose to leave the employ of the City before the completion of eighteen months, reimbursement will be 100%.

If I choose to leave the employ of the City after the completion of eighteen months but before the completion of 3 years, reimbursement will be 50%.

I understand that I will not need to reimburse the City for costs in excess of the amounts listed above. If the City incurs less than the amount listed above, I understand that the City will only charge me for the actual expense incurred for each item. ~~With the exception of uniforms and jackets, p~~ Personalized issued equipment becomes the property of the departing officer once all items of identification relating to the City and the Chippewa Falls Police Department has been removed and full reimbursement to the City has been made.

I hereby authorize the City to deduct any amounts due under this Agreement from my final paycheck, to the extent this payment does not reduce my pay below the required legal limits, if I choose to leave my employment with the City prior to the completion of three years. I further agree that if the City is still owed any money under this Agreement after the expenses are deducted from my final paycheck, that I will reimburse the City within 30 days of my last date of employment.

This Agreement does not apply if the City terminates my employment or grants me a disability severance.

I understand that this Agreement applies only to the expenses listed above. If I choose to enter into any other agreements with the City, this Agreement does not limit my obligations under any other such agreement.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Officer Name

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Chief of Police

This document signed in my presence on \_\_\_\_\_.

\_\_\_\_\_  
Notary Public  
State of Wisconsin, County of \_\_\_\_\_

My commission expires \_\_\_\_\_

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Chief of Police

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