

HUMAN RESOURCES DEPARTMENT

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MEMORANDUM

TO: Human Resources and Public Safety Committee

FROM: James Zwerlein 
Human Resources Director

RE: Sworn Management Retention Incentive

DATE: July 14, 2023

The most recent collective bargaining agreements between the City and the Brookfield Professional Police Association (BPPA) and the Brookfield Professional Firefighting Association (BPFA) include retention incentive pay provisions. The BPPA contract includes language as follows: "A \$1,000.00 retention incentive payment on the payroll check covering November 1, 2023, and a \$500.00 retention incentive payment on the payroll check covering November 1, 2026. If an employee retires prior to these dates within the calendar year, they will receive a pro-rata share based on their exit date," and the BPFA contract provides: "A \$1,000.00 retention incentive on the payroll check covering November 1, 2023 and 2024. If an employee retires prior to these dates within the calendar year, they will receive a pro-rata share based on their exit date." The City maintains a practice of providing Sworn Police and Fire Management employees the same level of benefits as those of represented employees; accordingly, staff is recommending the attached resolution effectuating these same provisions for Sworn Police and Fire Management employees.

As always, should you have any questions about the Sworn Management Retention Incentive or any other human resources matter, please contact me.

Thanks.

Attachments.

