

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

GREEN BAY PROFESSIONAL POLICE ASSOCIATION, Complainant

v.

CITY OF GREEN BAY, Respondent.

Case ID: 284.0048
Case Type: COMP_MP

Decision No. 41242

Appearances:

Geoffrey Lacy, Sydney Herman, Attorneys, Renning, Lewis & Lacy, S.C., 205 Doty Street, Ste. 201, Green Bay, Wisconsin, appearing on behalf of the City of Green Bay.

Jon Cermele, Attorney, Cermele Law, S.C., 6310 West Bluemound Road, Suite 200, Milwaukee, Wisconsin 53213, appearing on behalf of the Green Bay Professional Police Association.

ORDER

The matter came before Peter Davis, the Chairman of the Wisconsin Employment Relations Commission, for hearing on October 29, 2025. After discussing the matter with the parties, the Hearing Examiner does hereby issue the following Order:

1. Complaint Case ID: 284.0048 / Case Type: COMP_MP (“Complaint”) that is hereby dismissed with prejudice, including the dismissal of GBPPA’s claim for compensation to members for premium payments by members who were enrolled in the PPO Plan during calendar year 2025.

2. The City shall immediately reinstate GBPPA members’ eligibility to enroll in the City’s PPO Plan at the employee premium contribution share of 20% employee premium contribution rate for calendar year 2026 and shall likewise reinstate eligibility to enroll in the City’s Family Savings Plan for the 2026 calendar year.

3. The City will extend the deadline to qualify for the Health 1265 Wellness Incentive Program (“1265”) premium contribution reductions for the 2026 plan year from the current deadline of October 31, 2025 to December 31, 2025 for all plans. The following will also apply:

- a. Members shall have until that date to earn points under the program towards premium reduction in whichever health plan the member is enrolled in, including the PPO Plan, but also including the HDHP Plan and the Surest Plan.

- b. Members who schedule appointments to obtain points in the Program, such as a physical examination, dental appointment, or other qualifying appointment, must schedule said appointment(s) by December 31, 2025 and must provide evidence they actually attended the scheduled appointment, in which case the appointment may occur in 2026 and still apply towards the 2026 premium reduction.
 - c. This extended time period will apply to the points necessary for the 2026 plan year premium reduction eligibility and may also be applied to the 2027 plan year premium reduction.
 - d. Extended 1265 eligibility relates to premium reduction only and will not count towards incentives or awards within the wellness program (e.g. Amazon gift card for reaching 1,800 points).
4. The City shall provide reasonable resources, support, and opportunities to employees to assist them in meeting the wellness goals established in 1265 and agrees to coordinate with the Association in ongoing efforts to increase member participation in 1265 during 2026.
5. The City acknowledges that the GBPPA member premium share ratio constitutes a mandatory subject of bargaining.
6. This Order does not preclude the Association from pursuing the legal position in a future cause of action that the City is obligated to make available any health care plan to the GBPPA that it makes available to other employees in the City. The City does not waive its right to oppose the GBPPA's legal position in this regard.
7. This Order fully resolves the matter before the Commission, and neither Party shall be bound by any condition, definition, representation or warranty other than as expressly provided in this Order, or as may be subsequently set forth in writing and signed by the parties.
8. Except as otherwise specified herein, this Order is limited to the resolution of the specific matter and is non-precedential, including with regard to the application of its terms in any future dispute between the parties or in the interpretation of the City's current or former policies, procedures, or practices.

Issued at the City of Madison, Wisconsin this 4th day of November 2025.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Peter G. Davis, Chairman