

Present were Committee Members: Trustee Prott and Trustee Stillman. Also present was Trustee Martin and Trustee Wanggaard.

Staff present: Village Administrator Tom Christensen, HR Director Toni Muise, Utility Director Anthony Bunkelman and Captain Brian Wall.

1. Call to Order

Trustee Prott called the meeting to order at 6:00 p.m.

2. Approval of Minutes

Motion by Trustee Stillman to approve the minutes as printed. Seconded by Trustee Prott. Motion carried unanimously.

3. Review of Various Salary Structures and Wages Scale

The personal committee has been working on a new salary structure for all village employees to be more competitive. The current scale has been tweaked and scaled back since it was first presented. The initial wage scale was put together a few years ago. A wage study that Mt. Pleasant did was used to help create it. The village is not going to bring all employees up to the current standard all at once. It is a tool to use moving forward. Trustee Martin requested comparables on health insurance and benefits also.

4. Comp time/Overtime Policy recap

Currently, overtime can be taken in pay or banked as time off. There is a problem with people banking comp time and then asking for a payout later. The handbook states that overtime is either payed out at the time it was earned or banked for time off. Currently, 96 hours can be carried over. Trustee Prott suggested language to state, comp time can only be paid out at certain times i.e., twice a year, only X amount of comp hours can be used at one time and the possibility of not allowing carry over.

5. FMLA and Worker's Compensation Leave Concurrence

FMLA needs to run concurrent with workmen's comp per the law.

6. Resolution 2018-36 - Resolution Authorizing The Reclassification Of The Building Manager To Senior Building Inspector Position

The chief building inspector's wage will be frozen for 2018 and 2019 to accommodate the elimination of department head duties.

Motion by Trustee Stillman to recommend the Board adopt Resolution 2018-36. Seconded by Trustee Prott. Motion carried unanimously.

7. The Personnel Committee will take up a motion to go into CLOSED SESSION pursuant to 19.85(1)(c)& (e), WI Stats., to discuss the Police Officers' and Firefighters' union labor contracts.

Motion by Trustee Stillman to go into closed session pursuant to 19.85(1)(c)& (e), WI Stats., to discuss the Police Officers' and Firefighters' union labor contracts. Seconded by Trustee Prott. Motion carried unanimously.

8. The Personnel Committee reserves the right to RECONVENE INTO OPEN SESSION take possible action on the items discussed during the CLOSED SESSION and to move to the remaining item(s) on this agenda.

Motion by Trustee Stillman to reconvene into open session. Seconded by Trustee Prott. Motion carried unanimously.

6. Adjournment.

Motion by Trustee Stillman to adjourn. Seconded by Trustee Prott. Motion carried unanimously

Meeting adjourned at 7:00 pm

Respectfully submitted,

Karie Torkilsen
Village Clerk