

Present were Committee Members: Trustee Prott and Trustee Stillman. Also present was Trustee Wanggaard. Trustee Martin arrived at 5:19 p.m.

Staff present: Village Administrator Tom Christensen, HR Director Toni Muise, 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. Comp time Policy

Policy for non-exempt Hwy Dept. employees who are working snow removal operations will receive time and a half overtime pay or comp time for hours worked in excess of 8 hours per day. Utility Dept. employees who are working between November 1st and April 30th will receive time and a half overtime pay or comp time for hours worked in excess of 8 hours per day. Police Sergeants assigned 5-2/5-3 schedule will receive overtime paid and one and a half times the employee's current rate of pay for hours worked in excess of 8 hours per day. Non-exempt employees may earn and bank compensation time to a maximum of 80 hours per calendar year.

Battalion Chiefs a \$5,000 one-time bump. (160 hrs./yr.)

Lieutenants \$2,500 per year

Captains \$5,000 per year

This year would be prorated. Next year the base increases to that amount. It is cost neutral to the Village.

There was discussion regarding vacancies in the fire department where a Battalion Chief may be asked to fill in for another BC on vacation. No overtime will be earned since they will fall under the \$5,000 increase. There may be times when a lower ranked staff person such as a Lieutenant would need to step up so someone is not working a 48 hour shift. The Village is expecting staff to step up as they have done in the past.

Trustee Prott still would like to see one additional payout midyear for comp time.

Trustee Stillman was fine either way and Trustee Martin agreed with the second payout.

A Resolution approving this policy will be brought back to Personnel next Monday after Legislative and Licensing.

4. Short and Long Term Disability Policy

Currently, this is offered to the Police and Fire dept. The Village is looking at adding the village hall employees. This is not mandatory.

Motion by Trustee Stillman to modify the Short and Long Term Disability Policy to include village hall employees. Seconded by Trustee Prott. Motion carried unanimously.

5. Sexton Compensation Discussion

Currently, the Sexton, Jim Svoboda gets paid a \$100 a week to conduct burials at the Memorial Cemetery. They decided to do some research and find out how much that position is being paid for a similar size cemetery.

Trustee Stillman made a motion to lay over the Sexton compensation to find out what like sextons are being paid. Seconded by Trustee Prott. Motion carried unanimously.

5. Adjournment.

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

Meeting adjourned at 6:00 p.m..

Respectfully submitted,

Karie Torkilsen
Village Clerk