

**Special Village Board Meeting
October 1, 2018**

Board Present: Trustee Benkowski, Trustee Stillman, Trustee Wanggaard, Trustee Martin, Trustee Prott, Trustee Wishau and President Dobbs.

Absent: None

Staff/Others: Village Administrator Tom Christensen and HR Director Toni Muise. Also present in the audience was Fire Chief Dick Roeder, Public Works Director Tom Lazcano, Utility Director Anthony Bunkelman, Finance Manager Larry Borchert and various staff.

1. Call the meeting to order.

President Dobbs called the meeting to order at 6:00 p.m., at Village Hall, located at 5043 Chester Lane, Racine, Wisconsin.

2. Resolution 2018-79 – A Resolution Adopting The Revised Caledonia Salary Compensation Schedule And A Merit System For Pay Adjustments For Various Village Employees

A total of 35 wage studies were used to put together an updated wage scale. There is room to move people up and down. The bottom line with this proposal is that everyone is within their range. There are numerous employees that are not making anywhere what their counterparts are making.

Trustee Benkowski asked if the job duties are comparable with other municipalities. Trustee Martin asked if there was a bottom line or range of bottom line of what additional moneys would be needed. Christensen said none, because they all fall within their wage structure with the new chart. She also asked if people were rushing to leave or is it hard to recruit people. She thought maybe Caledonia might be a better working environment than others. Christensen talked about the fact that people are not applying for these positions like they used to. There is also a morale issue when people see their counterparts being paid more. Martin stated that the tax payers may not be receiving increases so it will be hard to give increases. Christensen brought up that Caledonia does not have as many employees as many other communities do. President Dobbs brought up the fact that the last employees that were hired came in at a much higher rate than was advertised. Christensen stated that we are not proposing any wage increases but just want to get the schedule in line. Wishau brought up that a salary structure was done a while ago when there wasn't one. He agreed to the wage structure but stated any increases need to be merit based. Trustee Benkowski stated that maybe wage increases are not the answer and talked about other benefits such as time off, flex schedules, etc.

Motion by Trustee Wishau to recommend approving Resolution 2018-79. Seconded by Trustee Martin.

Motion by Trustee Wishau to amend his original motion and approve the grade chart contingent upon placing the Zoning Planner position at Grade 18 and recommend approving Resolution 2018-79. Seconded by Trustee Martin. Motion carried, 6/1.

There was discussion regarding who would be the supporting staff for the new planner position. Time will tell who and when additional staff is needed to support this position. They discussed how and if current staff will be compensated if supporting this position. President Dobbs stated that some employee's salaries need to be re-evaluated. They discussed if the Personal Committee should meet and decided which positions should be increased. Trustee Prott stated that it should be done by evaluations and maybe the board needs to allow up to a 4% increase.

3. Adjournment.

Motion by Trustee Wanggaard to adjourn. Seconded by Trustee Martin. Motion carried unanimously. Meeting adjourned at 6:55 p.m.

Respectfully submitted,

Karie Torkilsen
Village Clerk