

1. Call to Order

Trustee Prott called the meeting to order at 5:15 p.m. at the Caledonia Village Hall, 5043 Chester Lane

Committee Members: Trustee Prott and Trustee Stillman.

Absent: None.

Staff present: Village Administrator Tom Christensen, HR/Asst. Administrator Toni Muise, Fire Chief Richard Roeder, Police Chief Christopher Botsch, Battalion Chief (BC) Timothy St Amand, Battalion Chief (BC) Jason Schuls, Battalion Chief (BC) Jeff Henningfeld, and Lieutenant (Lt) Gary Larsen.

2. Approval of Minutes

Motion by Trustee Stillman to approve the minutes from the August 19th meeting. Seconded by Trustee Prott. Motion carried unanimously.

Trustee Prott requested that part of the closed session be discussed in open session. BC Timothy St Amand, BC Jason Schuls, BC Jeff Henningfeld, and Lt Gary Larsen were present for the open session conversation.

BC Henningfeld had brought a spreadsheet and it was verbally discussed with the Committee.

BC St. Amand spoke of tracking hours from last year to date, and has logged 95.5 hours from March 2019-December 2019, and 56 hours from January 2020 to present. There was discussion regarding how the training assistant was able to receive overtime for hours worked and resulted in a higher earning than the BC.

There was further discussion regarding market comps, comp time and overtime. Lt Larsen felt that no comp time or no overtime has not been an issue. One of the issues is that people do not want to put in for promotions. Those who are promoted take pride in that promotion, they felt there was no reason for a Lt to take a step up to BC.

A merit system was created a few years ago and is how annual raises are distributed in the Village for non represented employees. Before being promoted into a non union position, Police and Fire employees received raises automatically because of their contract. Although an adjustment, all were ok with merit pay and were not opposed to it. They don't want to keep coming back for wage compression.

Flex time, or time off for dental and other appointments was discussed. Currently the Fire Department does not receive this benefit, but the Police Department does.

3. The Personnel Committee will take up a motion to go into CLOSED SESSION (1) pursuant to 19.85(1)(c)&(e), WI Stats., to discuss Discrimination Complaint; (2) pursuant to s. 19.85(1)(c), Wis. Stat., for considering employment, compensation and performance evaluation data of any public employee over which the governmental

body has jurisdiction or exercises responsibility: specifically to discuss and consider recommendations on salary and wage adjustments for certain employees.

Motion by Trustee Stillman to go into closed session at 5:39 p.m. Seconded by Trustee Prott. Motion carried unanimously.

4. 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 go into open session. 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 6:50 p.m.

Respectfully submitted,
Joslyn Hoeffert
Deputy Village Clerk