

**NOTICE OF SPECIAL MEETING**  
**Tuesday, February 23, 2021 at 5:30 p.m.**  
**Caledonia Village Hall – 5043 Chester Lane**

**THIS WILL NOT BE AN IN-PERSON MEETING**

**AUDIO & VIDEO CONFERENCE VIA ZOOM**

**ACCESS VIA DIAL-IN NUMBER IS: 1-(312) 626-6799; ACCESS CODE IS: 876 4639 5687**  
**OR ACCESS VIA ONE-TOUCH TELEPHONE IS: [tel: +13126266799](tel:+13126266799), 87646395687# OR**  
**ACCESS VIA INTERNET IS: <https://us02web.zoom.us/j/87646395687>**

1. Call to Order of **JOINT MEETING OF THE VILLAGE BOARD AND CALEDONIA POLICE & FIRE COMMISSION.**
2. **THE VILLAGE BOARD AND THE VILLAGE POLICE AND FIRE COMMISSION** will take up motions to go into CLOSED SESSION, pursuant to s. 19.85(1)(e), Wis. Stat., deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session: specifically to discuss possible agreement parameters for fire department consolidation among municipalities.
3. **THE VILLAGE BOARD AND THE VILLAGE POLICE AND FIRE COMMISSION** reserve the right to go back into OPEN SESSION, and possibly take action on the items discussed during the closed session.
4. Adjournment of **CALEDONIA POLICE & FIRE COMMISSION** portion and move to other meetings as posted.
5. **Resolution 2021-23** – Resolution Authorizing The Wage Compression Policy
6. **Resolution 2021-24** – A Resolution Adopting The Caledonia 2021 Revised Salary Compensation Schedule Adjusting The Salary Grade For Deputy Clerk And For Removing The Position Titles Affected By The Wage Compression Policy
7. **Resolution 2021-25** – Resolution Authorizing The Base Building Merit For Jeff Henningfeld
8. **Resolution 2021-21** – Resolution Supporting The Wisconsin Department Of Transportation Plan To Install A Round-About At The Intersection Of STH 38 At 4 Mile Road
9. **Resolution 2021-22** – Resolution Supporting The Wisconsin Department Of Transportation Plan To Install A Round-About At The Intersection Of STH 38 At 5 Mile Road
10. Parks Management Discussion and Possible Action Requested by Trustee Wishau

11. The **VILLAGE BOARD** will take up a motion to go into **CLOSED SESSION**, pursuant to Wis. Stat. 19.85(1)(c), “Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility” Specifically, as it relates the Village Clerk position; **AND** pursuant to Wis. Stat. Sec. 19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: specifically as it relates to organizational and supervisory responsibilities; **AND** pursuant to s. 19.85(1)(e), Wis. Stat., deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session: specifically to discuss proposed amendments to the Beer Garden Contract.
12. The **VILLAGE BOARD** reserves the right to go back into **OPEN SESSION**, and possibly take action on the items discussed during the closed session.
13. Adjournment

Dated February 19, 2021

Joslyn Hoeffert  
Deputy Village Clerk

**RESOLUTION NO. 2021-23**

**RESOLUTION AUTHORIZING THE WAGE COMPRESSION POLICY**

**WHEREAS**, the Village of Caledonia has identified that wage compression exists between wages of represented and non-represented Police and Fire Department Employees;

**WHEREAS**, the Village of Caledonia has identified that base wages of eligible represented and non-represented Police and Fire Department Employees need to be adjusted to fix the wage compression;

**WHEREAS**, the Village has drafted a Wage Compression Policy, and is attached hereto as **Exhibit A**;

**WHEREAS**, the Personnel Committee of the Caledonia Village Board has reviewed the Wage Compression Policy and recommends adopting the new Policy.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board the Wage Compression Policy is effective as of January 1, 2021.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of February 2021.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
James R. Dobbs  
Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert  
Deputy Village Clerk

## Wage Compression Policy

### Purpose

Wage compression exists when there is an unacceptable difference identified by the Village Administration and Board in annualized wages between a supervisor and a direct subordinate. Compression can exist under a base salary comparison, under a total gross earnings comparison, or both. In determining whether compression is an issue that must be resolved through a wage adjustment, the Village may examine the differences in total compensation between the supervisor and subordinate positions. Unless the total compensation package, including wages, benefits, and working conditions, of the supervisor is determined to compensate for the wage compression, the Village may provide an acceptable base pay differential between a supervisory position and the position directly supervised. The Village may first rely on merit adjustments whenever possible.

Wage compression within the Police and Fire Departments are created and compounded by the fact that lower-level positions continue to maintain collective bargaining rights, and their annual wage increases and compensation do not always mirror that of the rest of the Village employees. At times, this creates compensation issues between represented and non-represented Police and Fire Department employees.

Village Administration has identified that the compression analysis below provides a base wage adjustment for a Fire and Police supervision and will occur as outlined below. The Village recognizes that compression adjustments do disrupt some of the internal equity in the compensation for all Village employees.

This policy does not affect compensation adjustments made by the Village based on creation of a new or reclassified position, elimination of a position, or market-based adjustments.

### Employee Eligibility

Unless otherwise included by the Village Board, eligible positions include only the Fire Department Battalion Chiefs and the Police Department Sergeants, Lieutenants, Captains, and Deputy Chiefs.

### Calculation for Eligible Police Department Command Staff:

The wages and longevity amounts outlined in the Caledonia Professional Police Association collective bargaining agreement serve as a base point for considering compression using the rate of the highest base hourly rate for a detective plus the highest longevity dollar amount. This amount will equal the compression base wage of a Detective.

Example from the 2018-2020 Caledonia Professional Police Association collective bargaining agreement:

- Highest Hourly Rate: \$37.36 per hour ( $\$37.36 * 2080 \text{ hours} = \$77,708.80$ )
- Highest Longevity Rate: \$1,000
- Total "compression base wage" used for calculations:  $\$77,708.80 + \$1,000 = \$78,708.80$

The Village will strive to avoid compression within the command ranks based on the following comparisons:

**Sergeants.** The Police Sergeant base annualized rate will be 5% above the compression base wage of the Detectives.

Example from the 2018-2020 Caledonia Professional Police Association collective bargaining agreement:

- Detectives compression base wage: \$78,708.80
- Sergeant compression base wage:  $(\$78,708.80 * 5\%) = \$82,644.24$

**Lieutenants.** The Police Lieutenant base annualized rate will be 5% above the compression base wage of the Sergeants.

Example from the 2018-2020 Caledonia Professional Police Association collective bargaining agreement:

- Sergeants compression base wage: \$82,644.24
- Lieutenant compression base wage:  $(\$82,644.24 * 5\%) = \$86,776.45$

**Captains.** The Police Captain base annualized rate will be 5% above the compression base wage of the Lieutenants.

Example from the 2018-2020 Caledonia Professional Police Association collective bargaining agreement:

- Lieutenant compression base wage: \$86,776.45
- Captain's compression base wage:  $(\$86,776.45 * 5\%) = \$91,115.27$

**Deputy Chief.** The Police Deputy Chief base annualized rate will be 5% above the compression base wage of the Captain.

Example from the 2018-2020 Caledonia Professional Police Association collective bargaining agreement:

- Captain compression base wage: \$91,115.27
- Deputy Chief's compression base wage:  $(\$91,115.27 * 5\%) = \$95,671.03$

Anytime there is a wage adjustment agreed to by the Village and the Caledonia Professional Police Association for a successor collective bargaining agreement, the wages of the eligible employees in this policy will be reviewed for compression adjustment, considering timing of wage adjustments agreed to by the Village and CPPA.

#### **Calculation for Eligible Fire Department Command Staff:**

The wages and longevity amounts are as outlined in the Village of Caledonia Local 2740 collective bargaining agreement serve as a base point for considering compression using the rate of the highest base salary rate for a Captain including the highest Paramedic premium pay plus the highest longevity dollar amount. This amount will equal the compression base wage of a Captain.

Example from the 2018-2020 Village of Caledonia Local 2740 collective bargaining agreement:

- Annual Captain Rate: \$85,431.54
- Paramedic Rate: 6%
- Annual Rate with Paramedic Rate: ( $\$85,431.54 * 6\% = \$90,557.43$ )
- Highest Longevity Rate: \$750
- Total “compression base wage” used for calculations:  $\$90,557.43 + \$750 = \$91,307.43$

The Village will strive to avoid compression within the command ranks based on the following comparisons:

**Battalion Chiefs.** The Battalion Chief base annualized rate will be 5% above the compression base wage of the Captain.

Example from the 2018-2020 Village of Caledonia Local 2740 collective bargaining agreement:

- Captains compression base wage: \$91,307.43
- Battalion Chief’s compression base wage: ( $\$91,307.43 * 5\%$ ) = \$95,872.80

Anytime there is a wage adjustment agreed to by the Village and Local 2740 for a successor collective bargaining agreement, the wages of the eligible employees in this policy will be reviewed for compression adjustment, considering timing of wage adjustments agreed to by the Village and Local 2740.

**Merit:**

In addition to the compression adjustments described above, employees outlined under this policy may be eligible for merit-based pay adjustments.

Annual Performance evaluations are due each year by January 31 for performance in the preceding year with any applicable merit adjustments being effective on or after January 1 of the current year based on the effective date set by the Village Board. Each eligible employee receiving a compression adjustment will also have an opportunity to earn more than the base compression wage based on their annual performance evaluation overall rating:

- Outstanding: up to the Maximum Merit Amount set by the Board during the Budget process
- Very Good: Up to Two thirds of the Outstanding merit amount
- Satisfactory: Up to One third of the Outstanding merit amount
- Needs Improvement: No Merit factor
- Unsatisfactory: No Merit Factor

This merit wage factor will change annually and is only valid for the calendar year immediately following the performance evaluation. The merit amounts are based on the Village Board’s approval of a merit increase and the amount of maximum merit allowed. The merit factor is non base building and ends annually on December 31 of the year.

Created: February 12, 2021

Effective: January 1, 2021

Resolution: 2021-23

**RESOLUTION NO. 2021-24**

**A RESOLUTION ADOPTING THE CALEDONIA 2021 REVISED SALARY COMPENSATION SCHEDULE ADJUSTING THE SALARY GRADE FOR DEPUTY CLERK AND FOR REMOVING THE POSITION TITLES AFFECTED BY THE WAGE COMPRESSION POLICY**

**WHEREAS**, the Caledonia Village Board of Trustees previously adopted Resolution 2020-124, Caledonia's Salary Compensation Schedule; and

**WHEREAS**, the Personnel Committee of the Caledonia Village Board has reviewed the Deputy Clerk position and recommends reclassifying the position and moving it from a Salary Grade 4 to a Salary Grade 5; and;

**WHEREAS**, the Village of Caledonia has identified that wage compression exists between wages of represented and non-represented Police and Fire Department Employees; and

**WHEREAS**, the Village of Caledonia has identified that base wages of eligible represented and non-represented Police and Fire Department Employees need to be adjusted to fix the wage compression and has approved Resolution 2021-23 to address the wage compression: and

**WHEREAS**, the eligible positions identified in the wage compression policy need to be removed from the Salary Compensation Schedule: and

**WHEREAS**, the Human Resources Director has prepared the attached revised salary compensation schedule (dated 2/17/2021) to reflect the changes to the Deputy Clerk salary grade and the removal of the eligible positions as outlined in the wage compression policy; and

**NOW, THEREFORE, BE IT RESOLVED** by the Village Board of the Village of Caledonia that Caledonia's Salary Compensation Schedule changing the Deputy Clerk from Grade 4 to Grade 5, and removing eligible positions as outlined in the wage compression policy as set forth in **Exhibit A** which is attached hereto and incorporated herein is approved and adopted.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of February, 2021.

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
James R. Dobbs, Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert, Deputy Village Clerk

**2021 Salary Compensation Schedule**

<b>Grade</b>	<b>Minimum</b>	<b>Mid-Point</b>	<b>Max</b>	<b>Positions</b>
1	32,585.31	37,473.11	42,360.90	
2	34,214.58	39,346.77	44,478.95	Admin. Receptionist
3	35,925.31	41,314.11	46,702.90	Admin. Asst. Building-Engineer Admin. Asst. Fire Department Accounting Clerk (Payroll) Police Support Records Clerk
4	37,721.57	43,379.81	49,038.04	Assistant Municipal Court Clerk Parks Supervisor
5	39,607.65	45,548.80	51,489.95	Utility District Operator Apprentice Deputy Clerk
6	41,588.04	47,826.25	54,064.45	Accounting Clerk Utility District Clerk
7	43,667.44	50,217.56	56,767.67	Finance Technician Municipal Court Clerk Police Technician
8	45,850.81	52,728.43	59,606.05	
9	48,143.35	55,364.85	62,586.36	
10	50,550.52	58,133.10	65,715.68	
11	53,078.04	61,039.75	69,001.45	Parks Manager Utility District Operators
12	55,731.94	64,091.73	72,451.52	
13	58,518.54	67,296.32	76,074.10	Engineering Techs
14	61,444.47	70,661.14	79,877.81	Building Inspector
15	64,516.69	74,194.19	83,871.70	Highway Lead Senior Utility Field Operator Village Clerk
16	67,742.52	77,903.90	88,065.28	Senior Building Inspector Utility District Integrator Utility Accountant
17	71,129.66	81,799.11	92,468.56	
18	74,686.13	85,889.05	97,091.97	Highway Operations Supervisor Utility Operations Supervisor
19	78,420.44	90,183.51	101,946.57	
20	82,341.47	94,692.69	107,043.91	Development Director HR Director Public Works Director Utility Director
21	86,458.54	99,427.32	112,396.10	Finance Director
22	90,781.47	104,398.69	118,015.91	Fire Chief Police Chief
23	95,320.54	109,618.62	123,916.70	
24	100,086.57	115,099.56	130,112.54	
<b>Approved by Resolution: 2021-24</b>				
<b>Revised February 17, 2021</b>				



**RESOLUTION NO. 2021-25**

**RESOLUTION AUTHORIZING THE BASE BUILDING MERIT FOR JEFF HENNINGFELD**

**WHEREAS**, the Village of Caledonia has identified that wage compression exists between wages of represented and non-represented Police and Fire Department Employees; and

**WHEREAS**, the Village of Caledonia has identified that base wages of eligible represented and non-represented Police and Fire Department Employees need to be adjusted to fix the wage compression; and

**WHEREAS**, Resolution 2021- 23 approved the Wage Compression Policy; and

**WHEREAS**, Battalion Chief Jeff Henningfeld has worked very hard during the time he has been Battalion Chief to earn merit increases and therefore will not be receiving a wage compression increase under the new Wage Compression Policy; and

**WHEREAS**, In order to continue to reward Battalion Chief Jeff Henningfeld for his outstanding efforts, his merit increases will be base building and will not reset every year as outlined under the new Wage Compression Policy; and

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that Jeff Henningfeld's earned merit increases will continue to be base building, even under the new Wage compression Policy and this is effective as of January 1, 2021.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of February 2021.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
James R. Dobbs  
Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert  
Deputy Village Clerk

**RESOLUTION NO. 2021-21**

**RESOLUTION SUPPORTING THE WISCONSIN DEPARTMENT OF  
TRANSPORTATION PLAN TO INSTALL A ROUND-ABOUT AT THE  
INTERSECTION OF STH 38 AT 4 MILE ROAD**

**WHEREAS**, State Highway 38 traverses the Village of Caledonia; and

**WHEREAS**, Recent data at the Four Mile Road intersection has been reviewed and analyzed due to crash rates and crash severity that are unacceptably high; and

**WHEREAS**, In the interest of public safety the Department of Transportation is proposing a round-about at the intersection of STH 38 and 4 Mile Road; and

**WHEREAS**, Representatives from the Department of Transportation presented to the Village Board a recap of the Department's analysis of the crashes at intersection, and their conclusion that a round-about offers the best solution to improve safety at that intersection.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that the Village of Caledonia supports the Department of Transportation's proposal to construct a round-about at the intersection of STH 38 and 4 Mile Road.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of February, 2021.

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
James R. Dobbs, Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert, Village Deputy Clerk

**RESOLUTION NO. 2021-22**

**RESOLUTION SUPPORTING THE WISCONSIN DEPARTMENT OF  
TRANSPORTATION PLAN TO INSTALL A ROUND-ABOUT AT THE  
INTERSECTION OF STH 38 AT 5 MILE ROAD**

**WHEREAS**, State Highway 38 traverses the Village of Caledonia; and

**WHEREAS**, In 2010, the state made improvements at the intersection with Five Mile Road which include, new, widened pavement, geometric improvements to the intersection, and high visibility signage and pavement markings; and

**WHEREAS**, Despite the improvements, crash rates and crash severity remain unacceptably high; and

**WHEREAS**, In the interest of public safety the Department of Transportation is proposing a round-about at the intersection of STH 38 and 5 Mile Road; and

**WHEREAS**, Representatives from the Department of Transportation presented to the Village Board a recap of the Department's analysis of the crashes at intersection, and their conclusion that a round-about offers the best solution to improve safety at that intersection.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that the Village of Caledonia supports the Department of Transportation's proposal to construct a round-about at the intersection of STH 38 and 5 Mile Road.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
James R. Dobbs, Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert, Village Clerk