

**Village of Germantown Hills
Personnel Committee Meeting Minutes**

May 19, 2015 5:30 p.m.

1. Call to Order/Roll Call/Minutes Approval

Chairman Jim O’Laughlin called the meeting to order at 5:36 p.m. and roll call was taken.

Village President/Trustees	Roll Call	1	2	3	4	5	6	7	8
Jim O’Laughlin – Chair	Present	Y	Y	Y	Y	Y			
Jeff DeGroot – Village President	Present	Y	Y	Y	Y	Y			
John Ford	Present	Y	Y	Y	Y	Y			
Brian Wysocki	Present	Y	Y	Y	Y	Y			
Todd Rice	Absent	-	-	-	-	-			

Also Present:

Julia Miller, Village Trustee

Rich Brecklin, Superintendent of Public Works

a. April 21, 2015 Minutes Approval

A motion was made by Jeff DeGroot to approve the April 21, 2015 meeting minutes. The motion was seconded by Brian Wysocki. **Motion passed #1.**

2. Discussion and recommendation to the Village board on the Village's health care plan

Ann Sasso reported the Village had received a quote on a new health insurance plan. The benefits are comparable to what the Village currently has. The savings is projected at approximately \$1,000 month. Ann Sasso will get the comparison table between the two plans sent out to the board for review. The Germantown Hills School District has been with this plan since January and they are very happy with it. The rates will be locked in for a year and there is no contract to sign. We will need to let our current provider know if we are not renewing by July 1st. Ann Sasso will check with other companies that have had the plan for a longer period of time and will set up a meeting so the representative can meet with the employees to answer any questions they might have. Ann Sasso and Rich Brecklin have both reviewed the plan and feel it is similar to the benefits we currently have.

A motion was made by Jeff DeGroot to recommend to the Village board to discuss and approve the Village's health insurance plan. The motion was seconded by Brian Wysocki. **Motion passed #2.**

3. Discussion and recommendation to the Village Board on the Village employee's annual pay adjustments

This will be deferred until after the pay equalization policy discussion.

4. Discussion and recommendation to the Village board on the Pay Equalization Policy

Jim O’Laughlin presented the public works employee pay schedule policy. At a previous meeting there was some confusion but the policy was approved last April and was supposed to

be put in a separate policy book which was not done. Jim O'Laughlin stated in his opinion this is policy. John Ford stated he did initially vote for this policy but doesn't agree with it now.

Jim O'Laughlin noted it was recommended at the last meeting to negotiate Rich Brecklin and Ann Sasso's annual pay adjustment separate from the other employees.

Jim O'Laughlin explained the current base salary and noted any raise would be off of the base salary for the public works maintenance employees. Jim noted the new employees are currently at 76% of the base pay. The committee discussed a proposed increase and other area municipality wages. Jim noted the new employees would stay at the 76% of base until November when they will be bumped up to 80% of the base. Jim noted it would be up to the supervisors to recommend but the policy also allows for a bonus if the board deems it appropriate.

A motion was made by Jeff DeGroot to recommend to the Village board to raise the three public works employee wages by 6% off the base pay. The motion was seconded by Jim O'Laughlin. **Motion passed #3.**

John Ford questioned the proposed raising of the base pay and what the amount would be for each employee. The committee discussed. John Ford didn't feel the \$.94 is enough of a raise and feels the pay should be higher. Jim O'Laughlin noted he is trying to stay with the existing policy and if you want to change it you can at a future meeting. Jeff DeGroot stated this policy is what is approved and if we disagree with it, which he does, then we need to look at changing it.

Ann Sasso made a recommendation for the part time Treasurer hourly wage due to the increased duties and expertise with the new sewer program, website, newsletter and EDC brochures that is saving the Village a considerably amount of money. The board discussed the responsibilities of the job and the recommendation. The board discussed that the part time position doesn't come with any other benefits whereas the full time positions come with many benefits as a part of the wage package.

A motion was made by Brian Wysocki to recommend to the Village board to raise the part time treasurer's hourly wage by \$1.45. The motion was seconded by Jeff DeGroot. **Motion passed #4.**

John Ford still questioned if the 6% was enough of an increase. Jeff DeGroot recommended the pay schedule be changed.

The committee agreed to defer Ann Sasso and Rich Brecklin's review to a meeting when the full board is available. Ann Sasso reported that Todd Rice will not be able to attend the next meeting and would like to be a part of the discussions so the committee agreed to wait until the full board is available.

Rich Brecklin recommended an increase to an employee that has been taking on additional projects that Rich has requested. The committee discussed and will consider that at a later date.

Rich Brecklin reported he has an applicant that he is going to have start work next week to fill the summer employment position.

5. **Executive Session: Open Meetings Act 2(c) 1 to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body.**

6. **Adjournment**

A motion was made by Jeff DeGroot to adjourn the meeting at 6:12 p.m. The motion was seconded by John Ford. **Motion passed #5.**

Ann Sasso
Village Clerk