

**Village of Germantown Hills**  
**Special Village Board Meeting Minutes**

**July 6, 2015 - 6:00 p.m.**

**1. Call to Order/Roll Call/Pledge of Allegiance**

Village President Jeff DeGroot called the meeting to order at 6:00 p.m.

<b>Village President/Trustees</b>	<b>Roll Call</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
Jeff DeGroot – President	Present						
Brian Wysocki	Present	Y	Y	Y	Y	Y	Y
Todd Rice	Present	Y	Y	Y	Y	Y	Y
Jim O'Laughlin	Present	N	Y	Y	Y	Y	Y
Julia Miller	Present	Y	Y	Y	Y	Y	Y
Marty Clinch	Present	N	Y	N	Y	Y	Y
Arnie Edwards	Absent	-	-	-	-	-	-

Also Present:

Rich Brecklin, Superintendent of Public Works  
 Bill Streeter, Chuck Urban, Village Attorneys

Everyone stood and said the Pledge of Allegiance.

**2. Approval to call a Special Village board meeting for discussion and action on the Anker Lane roadway extension**

This was deferred since a special meeting may not be needed.

**3. Discussion and approval on the Public Works Maintenance employee pay schedule**

Jim O'Laughlin explained that last year the employee pay schedule was approved but there seems to be some disagreement with board members. The pay schedule was discussed.

Rich Brecklin stated the problem is the base salary is too low and because of all of the responsibilities you can't train the employees over night to where they will know everything in two years.

Julia Miller noted she doesn't feel there should be a pay schedule and the Village should pay a fair wage based on experience, knowledge and performance.

Brian Wysocki feels the pay schedule removes ambition and the motivation to improve their skills.

Marty Clinch stated you have to have equality with a base and structure so a schedule is needed.

Todd Rice stated he doesn't think a pay schedule is fair and you need to have experience and performance be a part of the pay adjustment policy.

A motion was made by Julia Miller to eliminate the pay schedule and have the personnel committee put together a review process for the employees. The motion was seconded by Todd Rice. **Motion passed #1.**

Jeff DeGroot noted Rich Brecklin knows what the employees are doing and how they are doing so the board should look to our supervisors and let them do their jobs. The board discussed having Ann Sasso and Rich Brecklin develop a review process for the personnel committee to consider and recommend to the Village board for approval.

#### **4. Discussion and approval on the Public Works Maintenance employee annual pay adjustments**

The board discussed the public works maintenance pay adjustment. Rich Brecklin recommended a \$2.00 an hour increase for the new employees to get them up more where they should be based on their responsibilities. Rich is making this recommendation since they didn't get anything after their probationary period and the need for them to be at a higher rate of pay.

A motion was made by Julia Miller to approve for the Public Work Maintenance employees, Jake Craig and Zach Hecht a \$2.00 an hour increase. The motion was seconded by Brian Wysocki. **Motion passed #2.**

Rich Brecklin recommended a \$1.25 an hour increase on the senior employee. He noted he has some ideas for the employee that would need to be discussed at a separate meeting on a dollar amount for the team lead position and responsibilities.

A motion was made by Todd Rice to approve for the Public Works Maintenance employee, Bret Wernsman a \$1.25 an hour increase. The motion was seconded by Julia Miller. **Motion passed #3.**

Rich Brecklin will explain to the employees the reasons for the pay adjustments.

#### **5. Discussion and approval on the Village Treasurer's annual pay adjustment**

Ann Sasso has recommended a \$1.45 an hour increase for the Village Treasurer.

A motion was made by Todd Rice to approve \$1.45 an hour increase for the Village Treasurer. The motion was seconded by Marty Clinch. **Motion passed #4.**

#### **6. Discussion and approval on Rich Brecklin's and Ann Sasso's annual pay adjustments**

Julia Miller recommended the personnel committee chairman meet with Ann Sasso and Rich Brecklin ahead of time to discuss pay adjustments. The board agreed to go into executive session to discuss. Ann Sasso and Rich Brecklin were not present for the executive session.

#### **7. 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.**

A motion was made by Marty Clinch to go into executive session at 6:51 p.m. under the Open Meetings Act 2(c) 1 to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body. The motion was seconded by Jim O'Laughlin. **Motion passed #5.**

## **8. Adjournment**

A motion was made by Jim O'Laughlin to adjourn the meeting at 7:23 p.m. The motion was seconded by Julia Miller. **Motion passed #6.**

Ann Sasso, Village Clerk