

# Village of Germantown Hills

## Personnel Committee Meeting Minutes

**April 17, 2025, 5:15 p.m.**

- 1. Call to Order/Roll Call**-Nathan Henricks called the personnel committee meeting to order at 5:21 p.m. and roll call was taken.

Village President/Trustees	Roll Call	1	2	3	4	5	6	7	8
Nathan Henricks, Chairperson	Present	Y	Y	Y	Y				
Karl Figg	Present	Y	Y	Y	Y				
Todd Rice	Absent	-	-	-	-				
Elizabeth Cunningham	Present	Y	Y	Y	Y				
Heather Armistead	Absent	-	-	-	-				

Tom Eckstein, Village Trustee  
Paige Patel, Village Trustee  
Chuck Urban, Village Attorney

- 2. Personnel Committee Minutes Approval**
  - December 2, 2024, Personnel Committee Minutes
  - January 9, 2025, Personnel Committee Minutes

A motion was made by Elizabeth Cunningham to approve December 2, 2024, and January 9, 2025, personnel committee meeting minutes. The motion was seconded by Karl Figg. Motion passed #1.

- 3. Public Comments-None**

- 4. Executive session: Approval of closed sessions pursuant to: Section 2(c)(1) of the Open Meetings Act, to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the Village or legal counsel for the Village.**

The committee agreed the executive session was not needed.

- 5. Discussion and Recommendation to the Finance Committee on the Employment Compensation for FY 25-26**

Nathan Henricks stated this is the time of year when the employee reviews and employee compensation is discussed. Nathan noted other area communities are including 3% increases for their employees. Nathan noted he, Karl Figg, Zack Hecht and Ann Doubet met with the employees for the annual reviews. The goal every year is to get the reviews and compensation decision completed before May 1<sup>st</sup>, the start of the new fiscal year. Nathan stated they are recommending a 3.29% average increase for the employees.

A motion was made by Karl Figg to recommend to the finance committee employment compensation for FY 25-26 a 3.29% average increase. The motion was seconded by Elizabeth Cunningham. Motion passed #2.

**6. Discussion and Approval to Recommend the Hiring of a Public Works Maintenance Worker**

Nathan Henricks noted the Village received approximately 20 applications for the open public works maintenance position that were reviewed. After interviewing some applicants, Kevin Searle has been selected for the position and is able to start work on May 5th. Kevin goes by Josh.

A motion was made by Karl Figg to recommend the hiring of Kevin (Josh) Searle for the public works maintenance worker position. The motion was seconded by Elizabeth Cunningham. Motion passed #3.

**7. Adjournment-**A motion was made by Elizabeth Cunningham to adjourn the meeting at 5:28 p.m. The motion was seconded by Karl Figg. Motion passed #4.

Ann Doubet, Village Clerk