

Village of Germantown Hills

Personnel Committee Meeting Minutes

October 8, 2025, 5:00 p.m.

- 1. Call to Order/Roll Call/Minutes Approval**-Elizabeth Cunningham called the personnel committee meeting to order at 5:00 p.m. and roll call was taken.

Village President/Trustees	Roll Call	1	2	3	4	
Elizabeth Cunningham, Chairperson	Present	Y	Y	Y		
Karl Figg	Present	Y	Y	Y		
Tom Eckstein	Present	Y	Y	Y		
Nathan Henricks	Present	Y	Y	Y		
Heather Armistead	Present	Y	Y	Y		

Taylor Cascia, Village Attorney
Sarah Diesel, Village Trustee
Zack Hecht, Superintendent of Public Works

a. April 17, 2025, Personnel Committee Minutes

A motion was made by Heather Armistead to approve April 17, 2025, personnel committee meeting minutes. The motion was seconded by Elizabeth Cunningham. Motion passed #1.

2. Public Comments-None

- 3. Discussion and Recommendation to the Village Board on the Return-To-Work Policy**
The Village's insurance company is requiring all their member municipalities to adopt a return-to-work program policy as a requirement of membership.

Taylor Cascia explained that the policy would be added to the personnel policy.

The policy lists alternate productive duties that can be done on light duty. The committee agreed to identify them as potential/possible alternate productive duties. This policy is formalizing something the Village already has done in the past.

A motion was made by Nathan Henricks to recommend to the Village Board the Return-to-Work Policy. The motion was seconded by Tom Eckstein. Motion passed #2.

- 4. Adjournment**-A motion was made by Nathan Henricks to adjourn the meeting at 5:08 p.m. The motion was seconded by Tom Eckstein. Motion passed #3.

Ann Doubet, Village Clerk