

**Village of Shorewood Hills**  
**Personnel Committee**  
Approved Meeting Minutes  
Wednesday, August 10, 2016 7:00 a.m.

- 1. Call to Order** Personnel Committee Chairperson John Imes called the meeting to order at 7:03 a.m. Present were Mr. Imes and Committee members Paula Hogan, Mary Gulbrandsen, Anne Readel, David Vitse, and Amy Neeno-Eckwall. Erica Moeser was excused. Village Administrator Karl Frantz, Police Chief Denny Pine, Police Lieutenant Courtland Martens and Village Clerk Cokie Albrecht were also in attendance.

**a. Note compliance with open meeting law** Mr. Frantz confirmed the meeting had been properly posted and noticed.
- 2. Approve previous meeting minutes** Ms. Gulbrandsen moved and Ms. Readel seconded a motion to approve the regular and closed session minutes of the Personnel Committee meeting of July 6, 2016. Motion passed unanimously.
- 3. Recommendation on hire and compensation of Police Community Service Officer (CSO)** Ms. Gulbrandsen moved and Ms. Readel seconded a motion to recommend to the Board of Trustees the hire of seasonal CSO Tyler Eldridge to the full time permanent position of CSO/Police Clerk at Grade 7, Step 1, a wage of \$16.89/ hour. Motion passed unanimously.
- 4. Continued review of compensation report, Village Board direction and discussion, and possible recommendation regarding Village compensation plan and Police pay** Ms. Neeno-Eckwall presented her analysis of the impact of increasing the Village's patrol officer pay on the wages of command officers (the Chief, Lieutenant, and Sergeant-Detective positions). She concluded that it is impossible to find comparables to inform the review of the officers' compensation—the duties assigned those positions vary too much between departments to find trends. Further, a problem with raising patrol officers wages, as previously discussed, is the narrow difference between their wages and that of the Sergeant-Detective position. An increase in the patrol officers' compensation could provide them a wage similar to the management officers'. After discussion, the Committee asked Ms. Neeno-Eckwall, Mr. Imes and Mr. Frantz to develop a recommendation for the members to consider at their next meeting.
- 5. Consider next meeting dates** The next meeting of the Committee will be Wednesday, September 7, 2016 at 7:00 a.m.
- 6. Adjourn** Meeting adjourned at 8:16 a.m.

Respectfully submitted,

Colleen Boyle Albrecht  
Village Clerk