

Village of Shorewood Hills
Personnel Committee
Meeting Minutes
Thursday, February 16, 2023 – 7:00pm
Location: Virtual via Zoom

1. **Call to Order:** Chair Cokie Albrecht called the meeting of the Personnel Committee to order at 7:11pm. Present, in addition to Cokie Albrecht, were Committee members Mary Gulbrandsen, Laura Stephenson, and Greg Lampe. Erica Moeser and Revere Greist were absent. Also in attendance was Village Administrator Sharon Eveland and Village Police Department Lieutenant Jaime Weitzel.
 - a. **Note compliance with open meeting law:** Ms. Eveland confirmed the meeting had been properly posted.
2. **Public Forum – This is an opportunity for community members to speak to the Personnel Committee. No discussion may occur at this time except that a committee member may request to add an item to the agenda in the future. Speakers may be limited to three minutes:** Ms. Albrecht noted no public comments.
3. **Discussion/possible action regarding recruitment incentive for police officer hiring.** Ms. Eveland opened discussion with possibility of sign-on bonus offered for certified experienced officer applicants. This bonus of \$3000- \$5000 depending on experience is not budgeted for but is able to be covered by funds due to vacant positions and would have a contracted time attached.

Lt. Weitzel noted application process closed on the 13th with 9 applicants, 5 need to go to academy and the rest will not pass the background check.

- Position approved with the referendum has not been filled.
- Losing another officer who is moving out of state due to personal circumstances
- May not be able to maintain 24/7 coverage of village.
- Dane County area departments are offering bonuses and salaries the Village can not compete with.
- Dane County officers do start at the jail for 3-4 years but may be contracted after 1 year.
- Lt. Weitzel has reserved a spot at the Academy for August.

Discussion was had by the committee.

Personnel Committee is making a recommendation to the Board to authorize a recruitment incentive payment of \$3000-\$5000 for certified law enforcement officer with a requirement to include a length of service agreement. Mary Gulbrandsen moved, and Laura Stephenson seconded. Motion approved, vote 4-0.

4. **Closed session pursuant to Section 19.85(1)(c) of the Wisconsin State Statutes to consider the employment of the Clerk-Treasurer finalist.**

Motion to convene into closed session to consider the employment of the Clerk-Treasurer finalist to include Village Administrator Sharon Eveland. Cokie Albrecht moved and Greg Lampe seconded. Roll Call Vote: Motion approved, vote 4-0.

Committee convened into closed session at 7:41pm

Committee discussed the Clerk-Treasurer finalist.

Closed session motion to recommend the hire of Julie Fitzgerald for the position of Clerk-Treasurer effective March 13th. Cokie Albrecht moved and Greg Lampe seconded.

Motion approved, vote 4-0.

5. Motion to adjourn from closed session. Cokie Albrecht moved and Greg Lampe seconded.

Motion approved, vote 4-0.

6. Adjourned at 8:02pm

Respectfully submitted,

Sharon Eveland
Village Administrator