

**EAST TROY
VILLAGE BOARD MINUTES
July 20, 2015
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Call Meeting To Order; Pledge of Allegiance

Clerk Treasurer Suhm verified the meeting was posted according to law.

Roll Call:

President Timms called the meeting to order at 6:30 p.m.

Present: President Timms, Trustees Fred Douglass, Linda Kaplan, Forty Renucci (seated at 6:33 p.m.), Scott Seager, Dusty Stanford and Ann Zess

Excused:

Others: Chief Boyes, DPW Miller, Clerk-Treasurer Suhm, Attorney Gray

Citizen Participation

No citizen participation.

Consent Agenda

(One motion and second will approve all of the following items. Any item may be pulled from the list and voted on separately.)

1. Operator's License: Sherry L. Pontell, Jeffrey M. Dzioba, Brian M. Theesfeld, Suzanne M. Anderson

Motion by Trustee Stanford, second by Trustee Kaplan to approve the consent agenda.
Motion carried.

Miscellaneous Business

1. Presentation for Compensation Study Introduction/Project Summary

a. Possible decision regarding comparables

Katie McCloskey, Carlson Dettmann Consulting, presented the compensation study process. She went over the objectives of the study, recommended approaches and approaches used in the 2008 study for the non-represented Village of East Troy employees at that time. She also explained the Board has a responsibility during the process to answer three questions: who they would like to compare to, what position in the labor market they would like the Village to be at, and how they want to administer the pay plan. She advised she will come back with some recommendations on who to compare to. The options presented for administering the pay plan included step increases, open range (with minimum and maximum for each position defined) and a combination plan. With the options she discussed how they would work in a pay for performance scenario. The timeline for completing the project in conjunction with the budget timeline was discussed with a hopeful completion or an idea of the Village's position by the end of September/beginning of October, before the budget is finalized.

President Timms stated he would prefer a comparison to both the public and private sector, with an average position in the market and an open range or combination plan.

Trustees Renucci and Seager expressed an interest in establishing a position slightly above average.

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Ms. McCloskey stated she will bring back a few options based on the discussion of average or above average in addition to providing information regarding benefits.

2. Consideration of increasing approval amount for attorney's fees related to TIF #3 Developer's agreement for US Packaging/MaxPax project

Motion by Trustee Renucci, second by Trustee Douglass to increase the approval amount for Pruitt, Ekes & Geary to \$15,000. Motion carried.

3. Consideration of replacing grit pump at wastewater treatment plant \$6,415.46, financed by equipment replacement fund

Motion by Trustee Stanford, second by Trustee Douglass to approve replacing the grit pump at the wastewater treatment plant for an amount of \$6,415.46. Motion carried.

Ordinances & Resolutions

1. Ordinance 2015-05 – Plan Commission recommendation to approve rezoning a portion of an 82 acre parcel (RA314100001) on south side of Honey Creek Road from Light Industrial to General Industrial; MLG Investments/US Packaging

Motion by Trustee Renucci, second by Trustee Seager to approve Ordinance 2015-03, rezoning a portion of RA314100001. Motion carried.

2. Ordinance 2015-04 – Modify definition of tobacco products to include e-cigarettes and vapor cigarettes

Motion by Trustee Stanford, second by Trustee Zess to approve Ordinance 2015-04. Motion carried 6-1 with Trustee Renucci voting no.

Reports

1. Revenue and Expenditure Report – June 2015 – Discussed library expenditures are over budget in the general fund due to emerald ash borer treatment of the trees on the library property.

2. Court Report – June 2015

3. DPW Director's Report – DPW Miller informed the Board they will likely see a draft proposal at the next Board meeting for the municipal building HVAC project rebid.

Adjourn

Motion by Trustee Stanford, second by Trustee Renucci to adjourn. Motion carried at 7:27 p.m.

Respectfully Submitted,

Eileen Suhm
Clerk-Treasurer