

Village of Winthrop Harbor  
**Committee of the Whole**  
President and Board of Trustees Meeting  
**March 15, 2018**  
Village Hall Counsel Chambers

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## **MINUTES**

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The meeting was called to order by Mayor Bruno at 6:00 PM.

The following Elected Officials were present:

Mayor: Dr. Michael Bruno

Trustees: Buddy Hargett, John Levin, Dana McCarthy, Richard Robards, Hartmut, "Fritz" Weiss

Also present:

Lisa Shaw, Finance Director  
Julie Rittenhouse, Village Clerk  
Robert Long, Attorney  
Pat DiPersio, Community Development Director  
Tim Neargarder, Public Works Director  
Joel Brumlik, Police Chief  
Scott Fuller, Recreation Director

**The meeting was called to discuss the following item.**

### **Wage Policy**

**Fire Dept.-** Lisa said that Fire Chief, Justin Stried, was asking to give all of the firefighters (section E9) a \$1.00 an hour raise to keep qualified help. They are trying to get closer to what the departments in the county are being paid.

**Police Dept.-** Police Chief, Joel Brumlik asked that the Minimum/Maximum Salaries be reviewed. He's always worked as if he was on salary. It worked best for his position so that he was there when he was needed. After 20 years he's not at the maximum but feels he should be. The Collective Bargaining Unit gets an increase and the Board approves it. Some of the Sergeants are making more than he is. He feels the Chief and Deputy Chief should be 15%-25% above what the Sergeants get. Because we are a small Village, he thinks 15% would be fair. It's important for the future of Chief/Deputy Chief. Also, now that we have a Deputy Chief, we need to add a vehicle allowance for that position. The Board then discussed the benefits of being on Salary. They also agreed that we need to be competitive with other similar communities to keep good help. Salary caps will be discussed during a closed session.

**Community Development-** Pat agreed with the Chief. With a 2% increase it would take him 9 years to reach his cap. He feels we should get at least a cost of living increase. There should be

a way to achieve getting to the top of your range. If you're a valued employee, there should be a standard approached on how you achieve the top range.

**Public Works-** Tim requested additional sections added to Section C. He has hired a couple of part-time employees in the last couple of years that are not under the CBA and are not covered under wage policy. He would like to add C7 – Summer Maintenance Worker-PT at Minimum \$10.00/hr.- Maximum \$12.00/hr. and C8 – Snow Plow Driver-PT at Minimum \$20.00/hr. – Maximum \$25.00/hr. Tim said that he could use a part-time office person.

**Recreation-** Scott said that his new full-time guy, that was hired less than a year ago, is making more than his part-time worker that has been here for 4 years. His part-timer has been very valuable when he was short-handed. He has gone above and beyond, therefore he feels that he deserves a \$2.00 an hour raise. Shari went to full-time last year and has helped field calls and helped with paper work. She will be going to the Schlader Building a couple of half days a week to help. It would be easier to have her there to help instead of going back and forth with work. This will start May 1<sup>st</sup>. It will be Tuesdays and Thursdays in the morning. If someone from Admin. is on vacation, we will work together and be flexible.

**EMA-** Everything is good.

Attorney Long said that performance reviews are very difficult to do. The department heads can evaluate their employees, but for the board to evaluate the department heads is more difficult due to the fact that the board doesn't really know what their individual duties are. Trustee McCarthy said that there should be goals set by the department heads and the Board can then go based on that. What are each of the departments accomplishing?

**FMLA-** Attorney Long said FMLA requires the Village to keep a job open for 12 weeks and pay insurance premiums. Right now it can be tacked on at the very end of all other benefits, sick time, vacation, and disability, which leaves the Village without an employee for an over extended amount of time. There is a way of redefining this policy so that FMLA starts at the beginning, so when the disability ends, the Village is no longer obligated to keep the job open and they can stop paying the insurance premiums. Everybody everywhere is doing this. This would save the Village money. We would have to have an Amendment to Wage Policy to put this in place.

**Health Insurance-** will be discussed at the next meeting on April 5<sup>th</sup>, 2018.

Rate Reviews and Uniform Performance Appraisals will be discussed and added by next year.

Attorney Long made a request for a raise in his fees. It's been 12 years since he's increased his rates.

## **ADJOURNMENT**

**1** - A motion was made by Trustee Robards and seconded by Trustee McCarthy to adjourn the meeting. Mayor Bruno declared the meeting adjourned at 7:51 p.m. on the following roll call vote:

**Ayes: (5) Hargett, Levin, McCarthy, Robards, Weiss**  
**Nays: (0)**  
**Absent: (1) Marabella**  
**Passed: (0)**

**APPROVED:**

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**DR. MICHAEL BRUNO, MAYOR**

**ATTEST:**

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**JULIE RITTENHOUSE, VILLAGE CLERK**

**Note: This is not a verbatim record.**