



VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
OFFICIAL MEETING AGENDA OF THE HUMAN RESOURCES COMMITTEE
Weston Municipal Center Board Room
5500 Schofield Avenue, Weston, WI 54476

Monday, August 2, 2021 @ 5:00 p.m.

A quorum of members from other Village governmental bodies (boards, commissions, and committees) may attend the above-noticed meeting to gather information. Should a quorum of other government bodies be present, this would constitute a meeting pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis.2d 553,494 N.W.2d 408 (1993). Wisconsin State Statutes require all agendas for Committee, Commission, or Board meetings be posted in final form, 24 hours prior to the meeting. Any posted agenda is subject to change up until 24 hours prior to the date and time of the meeting. No officials' actions other than those of the Human Resources Committee shall take place.

ATTENDEES MAY ALSO PARTICIPATE VIA ZOOM

Join Zoom Meeting by Computer: <https://zoom.us/j/5445915099>

Join Zoom Meeting by Phone: +1 312 626 6799 US (Chicago)

Meeting ID: 544 591 5099

AGENDA ITEMS

1. Call to Order
2. Roll Call
3. [Approval of minutes from previous meeting: June 7, 2021](#)
4. Public comments

NEW BUSINESS

5. Discussion of philosophy for compensation structural adjustment and current labor situation
6. Recruitments Update

MOVE TO CLOSED SESSION PER 19.85(1)(c)

Move to closed session to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: Reclassification and wage adjustment of certain employees

RECONVENE TO OPEN SESSION

POSSIBLE ACTION ON CLOSED SESSION ITEMS

6. Reclassification and wage adjustment of certain employees

REMARKS FROM STAFF

REMARKS FROM COMMITTEE MEMBERS

ADJOURNMENT

**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
OFFICIAL MEETING MINUTES OF THE HUMAN RESOURCES COMMITTEE**

Monday, June 7, 2021 @ 5:00 p.m.

AGENDA ITEMS.

1. **Call to Order & Welcome by committee member White.**
The meeting was called to order by Vice-Chair White at 5:01 p.m.

2. **Roll Call**

Roll call taken by Clerk Weinkauf.

MEMBER	PRESENT
Fiene, Nate	No - Excused
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes
Dirks-Luebbe, Micki	Yes

3. **Approval of minutes from previous meeting.**

Motion by Schuster, second by Hackbarth to approve the minutes of May 3, 2021.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 1 Result: Pass

MEMBER	PRESENT
Fiene, Nate	-
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes
Micki Dirks-Luebbe	Yes

4. **Public comments.**

Micki Dirks-Luebbe introduced herself. She has lived in Weston for over a decade and is employed at Mid-State Technical College.

NEW BUSINESS

5. **Employee engagement (e.g., all staff meetings, social events, etc.)**
Donner asked the Committee Members if their organizations are doing anything with employee engagement. He said Village staff was having all staff meetings before the pandemic and have not done anything since some of the COVID restrictions have been lifted. Hackbarth said doing potlucks may be risky but suggested having the food wrapped. She also suggested those that are not vaccinated should be encouraged to wear masks. Donner suggested having an outdoor activity. Dirks-Luebbe mentioned her work lifted a lot of the restrictions and they had food catered in, but everything was wrapped. She also added that for employee engagement they start out their meetings by sharing personal life stories and then go into business. She said employee engagement is critical. They will be

doing a lot of activities outdoors and will have food catered in. White said the all staff meetings were very beneficial and its good for officials to attend. Hackbarth added it is important to follow the CDC guidelines.

6. Acknowledge resignation of Jen Suchomski.

Donner said Suchomski started in November 2014. She met with her supervisor and the Administrator and indicated she was leaving for better pay. Donner also said they are seeing a lot of similar positions in the private sector with a higher rate of pay. The concern is coming up with resources needed to pay a higher wage.

Motion by Schuster second by Hackbarth to acknowledge the resignation.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 1 Result: Pass

MEMBER	VOTING
Fiene, Nate	-
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes
Micki Dirks-Luebbe	Yes

MOVE TO CLOSED SESSION PER 19.85(1)(c)

Move to closed session to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: 2021 employee compensation for Director team.

Motion by Schuster second by Hackbarth to convene into closed session.

Roll call taken by Clerk Weinkauf.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 1 Result: Pass

MEMBER	VOTING
Fiene, Nate	-
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes
Micki Dirks-Luebbe	Yes

RECONVENE TO OPEN SESSION

Motion by Schuster second by Hackbarth to reconvene to open session at 6:06 p.m.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 1 Result: Pass

MEMBER	VOTING
Fiene, Nate	-
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes

Micki Dirks-Luebbe Yes

POSSIBLE ACTION ON CLOSED SESSION ITEMS

7. 2021 employee compensation for Director team

Motion by Hackbarth, second by Dirks-Luebbe to approve the 2021 employee compensation for the Director team including one change for one employee.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 1 Result: Pass

MEMBER	VOTING
Fiene, Nate	-
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes
Micki Dirks-Luebbe	Yes

REMARKS FROM STAFF

Donner said in the future he does not want to let employee reviews go this late.

REMARKS FROM COMMITTEE MEMBERS

No comments.

ADJOURNMENT

Motion by Schuster second by Hackbarth to adjourn the meeting at 6:12 p.m.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 1 Result: Pass

MEMBER	VOTING
Fiene, Nate	-
Hackbarth, Linda	Yes
Schuster, Fred	Yes
Simmons, Ryan	Yes
Micki Dirks-Luebbe	Yes