

Executive Session – September 12, 2022

Those present: Pres. Suerdieck, Trustee Eandi, Trustee Butcher, Trustee Carver, Atty. Moredock, Andrew Jarmer (Junior attorney), and Clerk Gerberding

This topic is a result of the spring during budget process. Pres. Suerdieck would like to request an increase for office staff. 2 staff are at the tail end of where minimum wage is. Julie has been here 1 year and at approximately \$13/hour. Pam, who has been here over 3 years, is at \$16.95/hour. Dpty. Clerk Marsh is currently at \$24/hr. They are all doing a great job and are a tremendous help to Pres. Suerdieck. Julie has helped Supt. Foster with Code Officer duties. Rochester is on the low end of pay compared to other municipalities. That may not be a fair comparison as some other municipalities may have longer standing terms of service. There was a 6% increase given this past year, with Julie waiting until her 6-month mark. He doesn't want to lose up to 3 people over low pay. This will be discussion only, with no vote tonight. The Union has taken care of everyone else. Supt. Foster and Chief Summer have received extra pay overtime.

Trustee Carver asked what Pres. Suerdieck's proposal would look like. Pres. Suerdieck answered that he has no set number right now. Trustee Eandi thinks they definitely deserve a pay increase. They work hard and are diligent. Trustee Butcher added that it is important to note that they all get along!

Pres. Suerdieck suggested 5-6%, but is open to ideas. Trustee Carver asked if it has to be a percentage or can it be a dollar amount. Pres. Suerdieck stated that generally, it doesn't matter.

The three department heads are salaried so no overtime is awarded to them. That just leaves Pam and Julie. They are the "unprotected" ones.

Trustee Carver suggested putting a number together and bringing it to the rest of the board next month.

Trustee Butcher explained that the Village has been historically behind and trying to catch up. \$3/hr each sounds like a great deal now, but if we can catch up some now, that will help in the future.

\$3/hr each adds \$18,720 to the overall budget.

Pres. Suerdieck will have individual conversations with absent trustees before the next meeting.

The discussion closed at 7:36.