Executive Session – 4/14/2025

Executive Session:
Trustee Munroe made a motion to open Executive Session. Trustee Carver seconded the motion. The motion passed unanimously at 7:30 pm.

Members present: President Suerdieck, Atty. Schuering, Trustee Forestier, Trustee Carver, Trustee Munroe, Trustee Kindred, Trustee Hendrickson, and Clerk Gerberding

Discussion:
The Village has 5 non-union employees - 3 department heads and 2 front office ladies. The remaining staff are all in some type of union contract. The current Cost of Living Allowance (COLA) is 2.5%.

Pres. Suerdieck provided various numbers at different percentage rates and passed that document around the table. The document includes individual names with various options. Trustee Kindred stated the department heads have done great work. Trustee Munroe added the office staff have been amazing with the transition of computer programs.

Trustee Forestier asked if there has been any chatter in the office about leaving for higher pay. Pres. Suerdieck said he is aware of any.

Trustee Kindred stated that last year, we brought them up and tried to level the playing field. Pres. Suerdieck confirmed that raise definitely helped them stay.

The Police negotiation has not started yet, but it is coming soon and could be interesting as they are changing negotiating parties.

The budget that is up for approval has 8.5% built in to make sure everything is covered.

Trustee Kindred would like to go with the 8.5% as that is already currently budgeted. That would allow room next year to maintain salaries, if we so choose.

Pres. Suerdieck asked what everyone thought about a 10% raise for all of them.

Trustee Hendrickson stated 8.5% is a very nice raise. What the unions are going to be asking for is more, but we can set at a fair rate and reward level to start with.

Trustee Munroe is in favor of the 10%. She also likes the idea of doing 8.5% so there is a buffer amount in the budget for next year.

Atty. Schuering explained that, if the percentage increase is in the double-digits, it could set a precedent with the negotiating bodies still to come this year.

What about 9.5%? Most trustees were in agreement with 9.0% raise. Since no voting can be done here, we just need to come to a general consensus prior to public voting.

Trustee Forestier made a motion to close Executive Session. Trustee Munroe seconded the motion. The motion passed unanimously at 7:51 pm.