

Personnel Committee  
August 6, 2015

Members Present

Chairman Heberling  
Alderman Burtle  
Alderman Jones

Also Present

Mayor Brotherton  
Alderman Budd  
Alderman Walters  
Jacque Nation

Brad Morgason  
Eric Adams  
Frank Prochaska  
Pam Peabody

Members Absent

Alderman Moore

Chairman Heberling called the meeting to order at 6:40 p.m.

IMRF AUTHORIZED AGENT

Motion by Alderman Jones and seconded by Alderman Burtle to recommend to the City Council to appoint Human Resources Manager Cindy Brown to be the City's Authorized Agent for IMRF. Motion carried 3-0.

NATIONWIDE PEHP PLAN ADMINISTRATOR

Motion by Alderman Burtle and seconded by Alderman Jones to recommend to the City Council to appoint Human Resources Manager Cindy Brown to be the City's Plan Administrator for the Nationwide PEHP Plan. Motion carried 3-0.

STREET DEPARTMENT HEAVY EQUIPMENT OPERATOR POSITION

Motion by Alderman Jones and seconded by Alderman Burtle to recommend to the City Council to bid and/or advertise a Heavy Equipment Operator in lieu of an Equipment Operator at the Street Department. Motion carried 3-0.

DEPUTY TREASURER POSITION

Motion by Alderman Jones and seconded by Alderman Burtle to recommend to the City Council to bid and/or advertise the Deputy Treasurer Position. Motion carried 3-0.

AFSCME STEP 3 GRIEVANCE

Chairman Heberling informed the Committee that on April 23, 2015 there was an incident involving Water Department Employee Brad Morgason and he was given a one day suspension by Water Superintendent Dave Speagle. According to the interview between the Superintendent and Mr. Morgason, he hit his thumb with a three pound hammer three times. After the third time, he got angry and threw the hammer breaking the glass in a mini excavator owned by the City. Supt. Speagle received a grievance on May 20<sup>th</sup> and denied it; Mayor Brotherton denied the grievance at Step 2 of the grievance procedure.

Frank Prochaska, AFSCME representative, and Brad Morgason addressed the Committee. Mr. Prochaska, "characterized the story in a different way" (his words) – accidental property damage and he does not feel it warrants suspension. They are not denying that some counseling is necessary. Mr. Morgason stated he was a 13 year employee, thanked the City for his job which he loves, has had two other incidents that he did not grieve, but feels this one was an accident as he flinched when he hit his thumb the third time. He was upset with himself, there was no anger involved. The employees with him did not see it happen; they heard it hit the excavator.

Mr. Prochaska stated that this incident went from Step 1 to Step 3, there was no Step 2. The Mayor showed him his response (Step 2) that was written on May 27, 2015, and provided him with a copy.

The Union had also requested from the City information from personnel files, disciplinary action taken, incident reports etc. and feels the City partially complied with their request. The Mayor responded that the information that the City had provided (or was going to be provided) to AFSCME was done so at the instruction of the City of Taylorville's Labor Attorney.

#### CLOSED SESSION

Motion by Alderman Burtle and seconded by Alderman Jones to go into Closed Session pursuant to 5 ILCS 120/2(c) 2 to discuss Step 3 of AFSCME Union #33349 Grievance No. PO52015 from Brad Morgason and to include any and all Aldermen in attendance, Mayor Brotherton, and City Clerk Peabody. Roll Call – Aldermen Heberling, Burtle, and Jones voted YEA.

The Personnel Committee went into Closed Session at 7:27 P.M.

The Personnel Committee returned to open session at 7:55 P.M.

Roll Call – Aldermen Heberling, Burtle, and Jones were present.

Motion by Alderman Burtle and seconded by Alderman Heberling to deny the Step 3 Grievance No. PO52015. Motion carried 3-0.

#### ANY OTHER MATTERS

Alderman Budd informed those present that in reviewing the bills for each Council Meeting he recently saw where the Lake Department had to purchase two new weed eaters as an employee put regular gas in them instead of a mixture of gas and oil and ruined them. He feels that something should have happened to that employee. Mayor Brotherton presented a paper on "Willful and Wanton Conduct". Alderman Jones suggested that the Water Department change their procedure for removing old copper water lines or installing new copper water lines. He suggested rather than driving a nail through the copper line, that a cordless drill and drill bit should be used to make a hole in the line and then connect to the line in this manner. By connecting to the copper line in this way, it will alleviate the injury sustained by employees driving a nail in the copper line with a hammer in a confined space, such as a ditch. All of these items will be discussed at future Personnel Committee Meetings to reach a decision on what to do when an employee damages City property; they need to take responsibility for their actions.

#### ADJOURNMENT

Motion by Alderman Burtle and seconded by Alderman Jones to adjourn. Motion carried 3-0.

The meeting adjourned at 8:38 p.m.

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Rob Heberling, Personnel Committee Chairman