

Personnel Committee
May 5, 2016

Members Present

Chairman Heberling
Alderman Burtle
Alderman Jones
Alderman Moore

Also Present

Alderman Budd
Alderman Dorchinecz
Alderman Vota
Mayor Greg Brotherton
Jacque Nation
Richard Reber
Mike Crews
Cindy Brown
Marylee Lasswell

Chairman Heberling called the meeting to order at 6:50 p.m.

Bid and/or Advertise Heavy Equipment Operator Position in the Water Department

Superintendent Speagle is requesting to Bid and/or Advertise a Heavy Equipment Operator Position in the Water Department pending a bid award.

Motion by Alderman Moore and seconded by Alderman Burtle to recommend to the City Council to Bid and/or Advertise a Heavy Equipment Operator Position in the Water Department pending a Bid Award.

Motion carried 4-0.

Applications for Office Level I Position in the Water Collection Department

Chairman Heberling circulated the qualified applications to the Committee Members to review and asked that each member contact the Human Resource Manager with their thoughts within 10 days. The Bid for this position has been reposted per the request of the AFSCME Union.

Status of Treasurer's Office Working Conditions

Chairman Heberling called Treasurer Nation forward to discuss with the Committee an update to our previous meeting. Treasurer Nation mentioned that she feels that she is trying her best to manage her office, but can't say much for the others in the office. She believes there is resistance from those in her office and informs the Committee she is keeping notes.

Alderman Moore deliberately went into the office one day and he says there is definitely tension. I felt it he says. There is a problem and believes there is fault with everyone in the office. He hopes everyone is trying to make the changes needed.

Mayor Brotherton mentioned that he thought it was good that Treasurer Nation gave a couple of Quality Quarters to some employees.

Alderman Vota recognizes there is work that needs to be done and it appears we are moving in the right direction. However, there are still issues to resolve. We need to stay updated.

Alderman Dorchinecz mentioned the last time we met, Treasurer Nation reported that anytime she was working with someone, there was negative body language. Treasurer Nation mentioned that this has stopped.

Chairman Heberling will probably put this on the agenda each month to stay informed and updated.

Bonus for Water Superintendent

Alderman Dorchinecz believes Superintendent Speagle deserves to receive an increase of \$3000.00 for all of the work he does and assuring high quality water to the citizens, instead of the \$750.00 bonus he received.

Chairman Heberling discussed how a year ago the bonus, which was set previously for Superintendent Speagle, was \$750.00 for each year it took for him to be completing the new Water Plant as the Committee recognized the hard work that was to take place. Chairman Heberling mentioned that Alderman Dorchinecz did not agree to the amount last year. Chairman Heberling stated that Mr. Speagle is the highest paid employee in the City. The Committee recognized Superintendent Speagle's skillset last year and bumped his pay \$4,000.00 with an added bonus to pay him for doing his job.

Mayor Brotherton mentioned that all the Aldermen can argue the point for the employee. We had 1% to 1 ½% percent to work with as the Treasurer informed them. As a City we have to be glad that we have been prudent. We were in negotiations with the Fire and we spent close to three hours to determine whether they would receive a \$250 bonus depending on the State Budget.

Alderman Jones commented that last year Mr. Dorchinecz was the number one cheerleader for Mr. Speagle and Mr. Speagle ended up being rewarded by being the highest paid employee by about \$6,000.00 If someone is going over and above what their normal job entails (out of their normal job classification and related duties), then that employee should be rewarded for it. Alderman Jones feels that bonuses should not be a normal occurrence but that they should be done on an extraordinary basis.

Alderman Moore commented that he worked for the City 37 years, never once did he think he should have a bonus. It was my job and this is the same for Mr. Speagle. Before becoming a Superintendent one has to realize before taking the position that they are not going to receive overtime pay etc. and still have to work. Alderman Moore mentioned he plowed snow in the winter for no extra pay. I did my homework before taking the position. Alderman Moore does not believe in bonuses but thinks they should be raises.

Chairman Heberling asked if there was any other discussion pertaining to this subject.

Alderman Dorchinecz would like to see a procedure for conducting salary reviews rather than using what is in place.

Alderman Vota thinks a bonus sets a bad precedent.

Chairman Heberling asks everyone to save the date for the 1st Thursday in September, October and November to discuss some possible new law changes to take place.

Any Other Matters

Mayor Brotherton would like to inform the Committee that they are aware the Front Desk Position in the Treasurer's Office is being posted at this time. He wants to let everyone know that we have had an excellent temporary helper in that position for over six months who is intelligent and works well with the co-workers. She has worked well, even under the circumstances in that office.

Alderman Budd would like to still consider the other applications to have a recommendation.

Alderman Jones wants to make sure that we are not doing the City a disservice if someone else is more qualified. Alderman Dorchinecz knows this is an unusual situation and predicting there is no bid signed and this temporary has had the luxury to test under fire and she still has performed, you can try to have someone else come in; however, she has performed well.

Treasurer Nation believes it should be up to the Superintendent to pick who they want and mentions that she still has to give her test to the temporary help.

Adjournment

Motion by Alderman Burtle and seconded by Alderman Moore to adjourn.
Motion carried 4-0. The meeting adjourned at 8:25 p.m.

Rob Heberling, Personnel Committee Chairman