

Personnel Committee  
July 7, 2016

Members Present

Chairman Heberling  
Alderman Burtle  
Alderman Jones  
Alderman Olive

Also Present

Mayor Greg Brotherton  
Alderman Walters  
Luke McLeod  
Chief Dave Herpstreith  
Owen Lasswell  
Cindy Brown

Chairman Heberling called the meeting to order at 7:30 p.m.

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

Superintendent Dick Wiseman is requesting a replacement Heavy Equipment Operator for the Street Department as an employee has resigned due to not wanting to move within 6 ½ miles from the City.

Chairman Heberling raised a concern, due to the increased health insurance cost which the City will have to incur this year due to the unions not agreeing upon an option, which would have saved the City money as well as the employees. He would like to see a temporary hiring freeze with all departments. Alderman Walters does not want to see a hiring freeze especially in the Street Department as they are shorthanded already and a lot of projects are in the works.

Alderman Olive believes a temporary hiring freeze would be beneficial for new hires but not replacement employees. With that said, most did not want to see a hiring freeze.

Motion by Alderman Jones and seconded by Alderman Olive to recommend to the City Council to Bid and/or Advertise a Heavy Equipment Operator Position in the Street Department.  
Motion carried 3-1.

**Request a Replacement Officer**

Chief Herpstreith would like to request a replacement Police Officer contingent upon an officer leaving. Chairman Heberling recommended a temporary hiring freeze at this time in order to make sure the financial state of the City is secure. Mayor Brotherton did not want to see a hiring freeze which could put the citizens and Police Officers at risk. Alderman Olive agrees with the Mayor that he would not want to put a hiring freeze on the Police or Fire Department due to risk.

Motion by Alderman Burtle and seconded by Alderman Olive to recommend to the City Council to hire one (1) replacement Police Officer if the need arises.  
Motion carried 3-1.

**Health Insurance Discussion**

Chairman Heberling opened the discussion by informing the Committee that the City tried very hard to work with each Union. The City allowed our insurance representative, Jared Blaudow, to speak to several Committees as well as the Council and each Union regarding the Health

Reimbursement Arrangement (HRA) program. Jared took the opportunity to conduct a meeting with two representatives from each union before speaking to all employees regarding the health insurance program which the City was considering implementing on July 1, 2016.

After several meetings with each union, most verbally agreed to the change until forty eight hours before the change was to occur. Representatives from the AFSCME and Police Unions did not want to change to the HRA program. Due to not being able to negotiate the outcome with the union representatives, the health insurance automatically renewed with the same coverage at an 11.8% increase at midnight June 30, 2016.

As the City tried to save money for the employees as well as the City, not all unions were on board with the new program and as such, the City had to allow Dimond Bros. to renew the current policy with BCBS with the 11.8% increase. The increase in cost will be felt by the City, those employees on the program, and those retirees who are still on the BCBS health insurance.

With that said, the City is now trying to be cautious in hiring anyone new as they will have an added expense of over \$140,000 in covering the cost for the employees and their dependents.

Alderman Burtle does not understand why the City has to negotiate anything with the unions on this. After reviewing the AFSCME contract, Alderman Burtle informed the Committee that the City conducted each step accordingly by contract.

Chairman Heberling would still like to look at the HRA program for the future.

### **Any Other Matters**

Mayor Brotherton informed the Committee that the City agreed upon a 1% salary increase to the Fire Department employees and a \$250.00 bonus when the State of Illinois should pass a budget with no deductions to the City of Taylorville. The State of Illinois passed a six (6) month budget with no loss to the City and he would like the City to fulfill that commitment to pay the bonus to the firefighters as agreed.

Mayor Brotherton informed the Committee that a political candidate would like to use the Council Chambers for a political rally and he believes in the past they did not allow this. Everyone agrees that we should not allow the usage of the room for political candidate rallies.

AFSCME Union President, Luke McLeod informed the Committee that he will give his contact information to the Mayor, Personnel Chairman and HR Manager for future correspondence. Chairman Heberling asked AFSCME Union President, Luke McLeod if AFSCME Representative Frank Prochaska was aware of this and the answer was in the affirmative.

### **Adjournment**

Motion by Alderman Olive and seconded by Alderman Burtle to adjourn.  
Motion carried 4-0. The meeting adjourned at 8:15 p.m.

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Rob Heberling, Personnel Committee Chairman