

Personnel Committee
February 1, 2018

Members Present

Chairman Vota
Alderman Burtle
Alderman Dorchinecz
Alderman Olive

Also Present

Mayor Bruce Barry
Alderman Budd
Alderman Walters
Alderman Lanzotti
Alderman Jones
Brian Hile
Vince Childers

Also Present

Jacque Nation
Julie Lilly
Cindy Brown
Owen Lasswell

Chairman Vota called the meeting to order at 7:47 p.m.

REQUEST TO HIRE REPLACEMENT POLICE OFFICER

Chief Hile and Deputy Police Chief Childers are requesting to hire a replacement officer for the recently retired Rick Bryan position. Due to waiting for a new eligibility list to be current, it was not feasible to request until the list was established and posted, as the old list had expired. Much discussion among the Committee occurred as questions were raised concerning the financial ability to hire a replacement officer at this time. Chairman Vota asked how many officers the City has at this time. The City currently has 21 sworn officers. Due to the possibility of creating a resource officer by utilizing an established officer for the school, the Committee believes this request should be tabled and brought back next month. This will allow further information to be reviewed to determine the need for a replacement officer.

CLOSED SESSION

Motion by Alderman Burtle and seconded by Alderman Dorchinecz to go into Closed Session pursuant to 5 ILCS 120/2(c)(1) and (c) (2) to discuss the Deputy Treasurer vacancy in the City Treasurer office and/or the appointment, employment and compensation of personnel to fill the vacancy or another created position in the City Treasurer office and/or the appointment, employment and compensation of additional personnel for the City Treasurer office and/or the appointment, employment and compensation of another police officer; and to further discuss any and all subject matters relating to any and all of the aforesaid subject matters thereto, and to include, if present, the following persons to be present during all or any part of such closed session, namely; the Mayor, Aldermen, City Clerk, City Treasurer, Human Resource Manager, Police Chief and any other such persons as the Personnel Committee Chairman may decide during this Personnel Committee meeting and/or during such closed session.

Roll Call- Alderman Dorchinecz, Burtle, Olive and Vota voting YEA. Chairman Vota announced the motion carried.

The Personnel Committee went into closed session at 8:07 PM.

The Personnel Committee returned to open session at 9:26 PM. Roll call was taken with Alderman Vota, Burtle, Dorchinecz and Olive present.

Any Other Matters

Alderman Budd requested the City Clerk to add a closed meeting to the agenda for next scheduled City Council meeting.

Adjournment

Motion by Alderman Olive and seconded by Alderman Dorchinecz to adjourn.

Motion carried 4-0. The meeting adjourned at 9:30 p.m.



Martin Vota, Personnel Committee Chairman

Personnel Committee
March 1, 2018

Members Present

Chairman Vota
Alderman Burtle
Alderman Olive
Alderman Dorchinecz

Also Present

Mayor Barry Alderman Jones
Jacque Nation Alderman Walters
Julie Lilly Valerie Miles
Dave Speagle Kelly Hamilton
Brian Hile Cindy Brown
Vince Childers Owen Lasswell

Chairman Vota called the meeting to order at 7:23 p.m.

Summer Seasonal Help Requests

The following is a list of requests from various departments for Summer/Seasonal employees for the 2018 summer season which the committee reviewed. Chairman Vota suggested that next year the requests be presented at each committee level which they are involved in and then brought to the personnel committee level to finalize. He also suggested adding verbiage to the request form which will state the justification for the request item made.

HBO- 1 high school/college student
Water- 4 high school/college students
Street/Sewer- 8 high school/college students
Cemetery – 8 high school/college students
Lake – 3 high school/college students/2 Temps/ 2 Perm. PT.

Motion by Alderman Dorchinecz and seconded by Alderman Burtle to recommend to the City Council to approve the Summer Seasonal Requests as presented on an “as needed” basis for the 2018 season. Motion carried 4-0.

School Resource Officer

This item was tabled as it was discussed earlier in the Emergency Services meeting. Please refer to Emergency Services Committee minutes for this item.

Request to Hire Replacement Police Officer

Police Chief Hile is requesting to replace a police officer who will be possibly leaving the Taylorville Police force in the near future to go to the State. Chief Hile explained that the next Police Academy is in May and he would like to see the new replacement in that session.

Motion by Alderman Dorchinecz and seconded by Alderman Olive to recommend to the City Council to hire one replacement police officer. Motion carried 4-0.

Closed Session

Motion by Alderman Burtle and seconded by Alderman Dorchinecz to go into closed session pursuant to 5ILCS 120/1 (c)(1) and (c)(2) to discuss the Water Billing Manager Position and/or the appointment, employment, duties and job description, compensation of personnel to fill said position and to further discuss any and all subject matters relating to any and all of the aforesaid subject matters thereto, and to include, if present, the following persons to present during all or part of such closed session, namely: the Mayor, Aldermen, City Clerk, City Treasurer, City Attorney, Human Resource Manager, Water Superintendent Speagle, and any and all such person as the Mayor may decide during the Personnel Committee Meeting and/or during such closed session.

The Personnel Committee went into closed session at 7:45 P.M.

The Personnel Committee returned to open session at 8:33 P.M.

Roll call was taken with Alderman Vota, Burtle, Dorchinecz and Olive present.

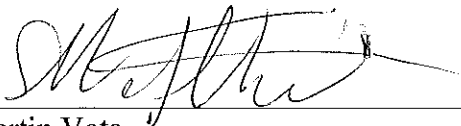
Water Billing Manager Position

Motion by Alderman Burtle and seconded by Alderman Dorchinecz to allow Superintendent Speagle to precede working with Human Resource Manager Brown to begin the process in hiring the Water Billing Manager.

Adjournment

Motion by Alderman Olive and seconded by Alderman Dorchinecz to adjourn.

Motion carried 4-0. The meeting adjourned at 9:47p.m.



Martin Vota
Personnel Committee Chairman

PERSONNEL COMMITTEE
April 5, 2018

MEMBERS PRESENT

Chairman Vota
Alderman Burtle
Alderman Dorchinecz
Alderman Olive

ALSO PRESENT

Mayor Barry
Alderman Jones
Alderman Walters
Brian Hile
Aaron Reimann
Chase Dickey
Greg Fuersteneau
Andrea Ebert
Cindy Brown
Owen Lasswell

Chairman Vota called the meeting to order at 6:00 P.M.

SCHOOL RESOURCE OFFICER

Chairman Vota opened the meeting to discuss the unanswered questions and concerns regarding this proposed position.

Mr. Fursteneau informed the Committee why he is pursuing the School Resource Officer position for the Taylorville School District. He named some communities that utilize the SRO stating the communities realize the positive effect of improving the school climate and allows the Officer to build a relationship with the students. Additionally, we would like to see this begin in the High School and Junior High and then the Elementary schools as needed.

Chief Hile explained 25% of schools in America display this position in their schools. He discussed the need to shine a positive light on police, as when called to a scene, usually is regarded as a negative. The SRO would reflect the positive and not the negative. Building relationships with the students would be a positive influence.

Chairman Vota explained the research he has completed in reference to the position of the SRO as requested. He stated that specialized training is required. Finding a revenue source to finance the salary and hidden costs such as benefits which would include health insurance, work compensation and pension requirements is needed. As the Taylorville School District is countywide he suggested research be done to see if others are willing to help in the cost to fill this position rather than place the financial burden only on the City taxpayer. The Chairman is in support as were the Aldermen present; however, these are questions that need to be addressed before moving forward.

Mr. Fursteneau explained the school would pay the SRO's salary per diem for 176 days out of the year. This funding would not come from a Grant, but rather the Tort Fund which is primarily used for insurance, legal and safety matters. The SRO would fall under the safety category.

Chairman Vota suggested a raise in tuition cost of \$25 - \$50 to those students attending the schools to help finance the position in order to keep their children safe. Many taxpayers do not have children in the school system and should not be liable for this extra cost.

Mr. Fursteneau stated that 59% of the children attending the public school system in Taylorville are in the poverty level line which allows for free lunches and tuition.

Chairman Vota received a letter from the Police Union which reflected their disagreement of the position as they believe this would cause the department to be short staffed. They support helping the children, but would like to see a full staff and allow for other officers to have an opportunity in helping in this area. Chairman Vota asked the Union representative if they had researched all that is needed to fulfill the requirements for the SRO position. They had not.

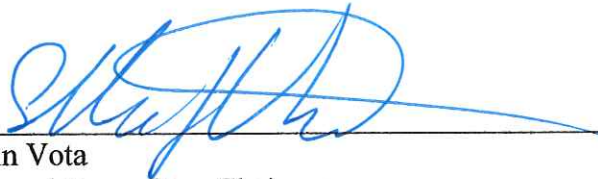
After much discussion the consensus is that all of the Aldermen present are in support of helping with concerns of safety and the students. One of the Chairman's concerns is that there are too many discussions taking place outside of City Hall regarding the SRO issue. The issue was tabled until next month.

EMPLOYEE HANDBOOK

Chairman Vota informed the Committee regarding the need to review and update the Employee Handbook and asked each Alderman review the information they received. Chairman Vota suggests this item be discussed in more detail next month. Human Resources Manager Brown interjected there are many policies which have been updated, however, need to be inserted into the handbook.

ADJOURNMENT

Motion by Alderman Dorchinecz and seconded by Alderman Olive to adjourn.
Montion carried 4-0. The meeting adjourned at 6:57p.m.



Martin Vota
Personnel Committee Chairman

Personnel Committee
May 2, 2018

Members Present

Chairman Vota
Shawn Burtle
Jim Olive

Absent

Ernie Dorchinecz

Also Present

Mayor Barry
Alderman Walters
Jacque Nation ✓
Brian Hile ✓
Greg Fuerstenau
Chase Dickey
Andrea Ebert
Cameron Scheller
Cindy Brown ✓
Owen Lasswell

Chairman Vota called the meeting to order at 6:00 P.M.

School Resource Officer

Treasurer Nation brought concerns regarding the School Resource Officer to the Committee. She provided the Personnel Committee with information regarding the financial condition and how it could effect this requested position.

She presented the salary wage of an officer and took that by 8 hours and 176 days to show the amount a base salary would be based on the salary and not overall benefits and pension.

Treasurer Nation had been informed previously that the school was going to reimburse the City \$30,000. She was asked by Chairman Vota whether the city could afford the cost. Advice was given to the Committee that she believed the amount was too low and it should be based from the Total Benefits Package, which includes the pension cost.

Treasurer Nation also provided information pertaining to the overtime cost spent by the Police Department, since 5/1/2014 to 4/30/2018. The amount of the pension liability per actuarial pension transition for the next four years was discussed. As she provided the financial information, the totals of the General Fund as of March 2015 to March 2018 showed a large decrease as the balance went from \$3,155,515.22 to \$1,926,112.06.

After much discussion, Mr. Fuerstenau is requesting the Treasurer to calculate the exact amount based on the base salary of the officer to be utilized for the School District. This will allow the School District to figure what their contribution would be allowing creation of a contract for the school year 2018-2019. Mr. Fuerstenau mentioned if the officer's base salary should increase, they too will increase the base amount to be reimbursed accordingly. The City would have to cover the remaining cost and/or increases related to the employees' benefits and associated increases should they occur.

Chairman Vota asked Police Union Member, Officer Chase Dickey, whether the union was comfortable with the request of the SRO. Although, the union supports the SRO, his only concern is the safety of the officers and any potential shortage of staffing.

Chairman Vota asked Chief Hile whether they will need another squad car for this position and if this will create any overtime and a need for more personnel. Chief Hile explained that he will not be adding any additional vehicles. The Police Department already has the personnel and this will not create any additional overtime cost.

Chairman Vota supports the SRO; however the issue is related to the finances and believes the Taylorville residents should not pick up the bill for the Taylorville School District.

Motion by Alderman Burtle and seconded by Alderman Olive to recommend to the City Council to move forward filling the position of the School Resource Officer (SRO) for the school year 2018-2019, with the Taylorville School District to reimburse 176 days of the base salary of the Officer to be utilized for the position. Motioned carried 2-1.

Employee Handbook

Chairman Vota informed the Committee this subject will be tabled to allow Human Resource Manager Brown to draft and incorporate suggestions from our Labor Attorney. This item will be placed on next month's agenda.

Adjournment

Motion by Alderman Olive and seconded by Alderman Burtle to adjourn.
Motion carried 3-0. The meeting adjourned at 6:37 P.M.



Martin Vota
Personnel Committee Chairman

Personnel Committee
June 18, 2018

Members Present

Chairman Vota
Shawn Burtle
Jim Olive
Ernie Dorchinecz

Also Present

Mayor Barry
Alderman Walters
Brian Hile
Alderman Budd
Julie Lilly
Alderman Lanzotti
Bill Newberry
Alan Jackson
Cindy Brown
Owen Laswell

Chairman Vota called the meeting to order at 6:45 P.M.

Request to Bid Plant Operator I

Chairman Vota presented to the Committee the request of Superintendent Speagle, to fill a vacancy in the Water Department due to a death of an employee.

Motion by Alderman Burtle and seconded by Alderman Dorchinecz to recommend to the City Council to allow Superintendent Speagle to bid and/or advertise the vacant Plant Operator I position in the Water Department.

Motion carried 4-0.

Adjournment

Motion by Alderman Olive and seconded by Alderman Burtle to adjourn.

Motion carried 4-0. The meeting adjourned at 6:48 P.M.



Martin Vota
Personnel Committee Chairman

Personnel Committee
August 20, 2018

Members Present

Chairman Vota
Shawn Burtle
Jim Olive
Ernie Dorchinecz

Also Present

Mayor Barry
Superintendent Wiseman
All Alderman
Cindy Brown

Chairman Vota called the meeting to order at 6:00 P.M.

Request to Bid and/or Advertise Equipment Operator II position Street Department
Superintendent Wiseman is requesting to fill an Equipment Operator II position in the Street Department, due to an employee no longer working for the city.

Motion by Alderman Olive and seconded by Alderman Burtle to recommend to the City Council to allow Superintendent Wiseman to bid and/or advertise the position of Equipment Operator II in the Street Department.
Motion carried 4-0.

Adjournment

Motion by Alderman Olive and seconded by Alderman Burtle to adjourn.
Motion carried 4-0. The meeting adjourned at 6:05 P.M.



Martin Vota
Personnel Committee Chairman

Personnel Committee
September 6, 2018

Members Present

Chairman Vota
Alderman Burtle
Alderman Olive
Alderman Dorchinecz

Also Present

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|----------------|------------------|
| Mayor Barry | Alderman Jones |
| Jacque Nation | Alderman Budd |
| Dick Wiseman | Will Sterling |
| Dave Speagle | Blake Clinard |
| Marlin Brune | Cindy Brown |
| Dustin McClure | Owen Lasswell |
| Luke McLeod | Travis Ostermier |
| Bob Monge | Ingbert Schmidt |

Chairman Vota called the meeting to order at 6:00 p.m.

Request Office Level I Water Department

Superintendent Dave Speagle is requesting to add a new position in the Water Office Department. He stated the Office Level I request is needed to help with the transition into monthly water billing. He hopes to have this completed in about two months. After discussing the potential total benefit costs of this new position, Chairman Vota would like to see the audit which should be ready within the month before making this decision. Alderman Jones suggested we move forward to bid and/or advertise pending the return of the audit and financial condition.

Motion by Alderman Burtle and seconded by Alderman Dorchinecz to recommend to the City Council to allow Superintendent Dave Speagle to bid and/or advertise an Office Level I in the Water Office Department pending the review of the audit and available funds in the City water Fund. Motion carried 4-0.

Closed Session

Motion by Alderman Burtle and seconded by Alderman Olive to go into closed session pursuant to 5ILCS 120/1 (c)(1) to discuss the employment, discipline and performance of Dustin McClure, a City employee; and to further discuss any and all subject matters relating to any and all of the aforesaid subject matters thereto, and to include, if present, the following persons to be present during all or any part of such closed session, namely; the Mayor, Aldermen, Human Resource Manager, Street and Sewer Superintendent, and any other such persons as the Personnel Committee chairman may decide during this Personnel Committee meeting and/or during such closed session.

The Personnel Committee went into closed session at 6:40 P.M.

Afscme Rep Ingbert Schmidt joined the meeting at 7:30 P.M.

Alderman Burtle left at 8:00 P.M.

Alderman Lanzotti left at 8:03 P.M.

Alderman Burtle returns at 8:04P.M.

Alderman Lanzotti returns at 8:04P.M.

Alderman Jones leaves at 8:12 P.M.

Afscme Rep Ingbert Schmidt leaves at 8:18 P.M.

The Personnel Committee returned to open session at 8:18 P.M.
Roll call was taken with Alderman Vota, Burtle, Dorchinecz and Olive present.

Any Other Matters

Chairman Vota announced that Alderman Jones would like to discuss the position of Deputy Treasurer at the next Personnel Committee meeting.

Adjournment

Motion by Alderman Olive and seconded by Alderman Dorchinecz to adjourn.
Motion carried 4-0. The meeting adjourned at 8:35P.M.

A handwritten signature in black ink, appearing to read 'Martin Vota', is written over a horizontal line.

Martin Vota
Personnel Committee Chairman

Personnel Committee
October 4, 2018

Members Present

Chairman Vota
Alderman Burtle
Alderman Dorchinecz
Alderman Olive

Also Present

| | |
|--------------------|----------------|
| Mayor Barry | Jacque Nation |
| Alderman Lanzottie | Cindy Brown |
| Alderman Walters | Alan Mills |
| Alderman Budd | Wesley Withrow |
| Vince Childers | Owen Laswell |

Chairman Vota called the meeting to order at 8:07 P.M.

Future Employee Staffing and Retention

Chairman Vota discussed future staffing with the Committee. He informed everyone that in the future he would like to have strong justification for the need to hire any new employee as well as filling vacancies. Chairman Vota informed the Committee that Finance Chairman Alderman Budd will keep the Committee informed on how the finances are in relation to staffing readiness. Until we have a good solid foundation of the financial condition of the city, Chairman Vota wants to remind everyone to be careful filling any position in the future. He requested that the Committee begin thinking of ideas which would help to retain the employees the city has now.

Closed Session

Motion by Alderman Dorchinecz and seconded by Alderman Olive to go into closed session pursuant to 5ILCS 120/2 (c) (1) to discuss the employment and performance of Wesley H. Withrow, a City employee; and to further discuss any and all subject matters relating to any and all of the aforesaid subject matters thereto including, but not limited to, his pending grievance, and to include, if present, the following persons to be present during all or part of such closed session, namely; the Mayor, Aldermen, Human Resource Manager, Chief of Police, and such other person or persons as the Personnel Committee Chairman may decide during The Personnel Committee Meeting and/or during such closed session.

The Personnel Committee went into closed session at 8:10 P.M.

The Personnel Committee returned to open session at 8:58 P.M.

Roll call was taken with Alderman Vota, Burtle, Dorchinecz and Olive present.

Motion by Alderman Olive and seconded by Alderman Burtle to pay five officers one half hour of overtime. Motion carried 4-0.

Adjournment

Motion by Alderman Olive and seconded by Alderman Dorchinecz to adjourn.

Motion carried 4-0. The meeting adjourned at 9:00 P.M.



Martin Vota
Personnel Committee Chairman