

**Personnel Committee Meeting
Monday, January 16, 2023
Red Bud City Hall
Council Chambers (2nd floor)**

Committee Members Present: Jeremy DeMond, Alan Piel, Kyle Donjon, Curt Guebert, Mike Rheinecker

Committee Members Absent:

Council Members Present: Ben Schwartzkopf, Rodney Nevois, Bill Hanebutt

Council Members Absent:

Others Present: Acting Mayor Susan Harbaugh, Police Chief John Brittingham, Admin. Assist. Pam Poetker, City Attorney Paul Ray, City Superintendent Josh Eckart, Code Administrator Jeff Mueller

Others Absent: City Clerk Joanne Cowell

Committee Chairman DeMond called the meeting to order at 6:40 P.M.

Old Business

1. GovHR Wage Survey / Benefits Study

Report is finalized. J. DeMond thanked everyone for their compliance and for their input.

J. DeMond provided a summary sheet of the study. Everything provided is a recommended and the city is not bound to the company to make any changes.

Discussion was held regarding the recommended changes for job titles.

P. Ray added that it could get costly to update the entire ordinance book with job title updates.

Discussion was held regarding benefits and how the city ranks against other municipalities which is above average in most of the categories.

J. DeMond commented that he would like to see us do more service awards.

K. Donjon inquired about rolling time over. Philosophy has always been use it or lose it for vacation time because they want people to get away. Worker's Comp. is the hardest to accommodate but we have made it work in the past.

Life insurance coverage was also discussed. Committee requested that we collect quotes for an increase in coverage.

Study recommends conducting annual evaluations on employees. K. Donjon commented that doing evaluations has been approved and that everyone should be conducting them already. He did not understand why they were not being done. Mayor commented that it would be looked into.

B. Hanebutt suggested just meeting with employees to discuss benefits, job duties, etc. It would also give employees an opportunity to voice any concerns.

B. Hanebutt commented that he was hoping that the company would incorporate the benefits into the salaries for employees.

K. Donjon asked if we could contact the company to have the benefits wages into the benefits package. Discussion was held about the benefit of working with Einstein Consulting.

Company is also recommending a one-time adjustment based on years of service. B. Hanebutt added that it has been brought up many times and has always been discouraged.

Mayor thanked J. DeMond for his time and added that she was glad to see that employees are being paid fairly and that our benefits package is great. She is glad we are doing it right and there is nothing reported that is unusual or out of line.

New Business

1. **Approval of Prior Month's Meeting Minutes – December 19, 2022**
Recommendation made by DeMond, seconded by Rheinecker, to approve the minutes from December 19, 2022, meeting. Motion carried.

2. **Public Comments/Anything for the Good of the City**
None

Meeting was adjourned at 7:13 P.M.

Respectfully Submitted,

Pamela K. Poetker, Deputy Clerk
Red Bud, Illinois