

**Personnel Committee Meeting  
Monday, February 20, 2023  
Red Bud City Hall  
Council Chambers (2<sup>nd</sup> floor)**

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

Committee Members Absent: None

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

Council Members Absent: None

Others Present: Acting Mayor Susan Harbaugh, City Attorney Paul Ray, City Superintendent Josh Eckart, Code Administrator Jeff Mueller, Police Chief John Brittingham, City Clerk Joanne Cowell

Others Absent: Admin. Assist. Pam Poetker

Committee Chairman DeMond called the meeting to order at 6:06 P.M.

Old Business

**I. GovHR Wage/Benefits Study**

Committee Chairman DeMond thanked all the staff for all their cooperation while working on the study. The city is at or above on most of the job categories wages, except the detective, which will be dealt with in FOP negotiations, the utility office clerk, and the utility billing clerk. DeMond suggests that the two clerk positions be put 12% above the minimum standard, which would amount to \$5,416 per year/each. These calculations were based on years of service. The job description changes were discussed. DeMond would like to see some sort of recognition awards for service given. Nevois stated that we paid \$16,000 for this study and he would like to see the people who did the study come down in person and answer questions. Some sort of annual review/performance evaluations/measurable goals need to be done yearly. Some sort of tool needs to be established to work with on the reviews. There will be further discussion on the other recommendations in coming meetings.

***Recommendation made by Committee Chairman DeMond, seconded by Committee Member Piel, to approve raising the utility office clerk and the utility billing clerk position by 12% above the minimum standard, increasing each one's pay by \$5,416 per year, effective with the first full pay period following council approval. Carried with 4 ayes (DeMond, Piel, Donjon, Guebert), 1 nay (Rheinecker)***

New Business

**I. Approval of Prior Month's Meeting Minutes – January 16, 2023**

***Recommendation made by Committee Chairman DeMond, seconded by Committee Member Donjon, to approve the minutes from the January 16, 2023, meeting. Carried***

**II. Life Insurance and AD&D Proposal**

Karen Wicklein, Cowell Insurance Co., presented a proposal (included in the packets) for a new life/disability policy for the employees, to Pam Poetker. According to the wage study, the city is lacking in this benefit. Karen will be happy to present the proposal in person at a meeting.

**III. Public Comments/Anything for the Good of the City**

None

The meeting was adjourned at 6:24 P.M.

Respectfully Submitted,

Joanne G. Cowell, City Clerk  
Red Bud, Illinois