

**Personnel Committee Meeting
Monday, April 17, 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: None

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

Others Present: City Attorney Paul Ray, City Superintendent Josh Eckart, Code Administrator Jeff Mueller, Police Chief John Brittingham, Admin. Assist. Pam Poetker, City Clerk Joanne Cowell

Others Absent: Acting Mayor Susan Harbaugh

Committee Chairman DeMond called the meeting to order at 6:10 P.M.

Old Business

I. GovHR Wage/Benefits Study

Items I and II were combined.

II. Review of Wages, Benefits, Pay Increases, Job Titles, Job Descriptions, Annual Reviews

A. Life Insurance

Attorney Ray will prepare the ordinances.

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Rheinecker, to approve contracting with The Standard Insurance Company (Cowell Insurance Agency) for full time employee life insurance in the amount of \$20,000.00. Carried

B. Retirement Gold Coin/Cash

Attorney Ray will prepare the ordinances.

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Guebert, to approve increasing the years of service retirement award from \$50 to \$100 per year and offer the retiree the choice of a gold coin or the cash. Carried

C. Utility Office Clerk and Utility Billing Clerk

Action is needed to bring the UOC and UBC up to recommendations in the wage study.

Interpretation of the “increase of a nonmanagement position” in the FOP contract was discussed.

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Donjon, to approve a \$3,000 pay increase for the Utility Office Clerk and the Utility Billing Clerk positions, pending FOP agreement, that they will not file a grievance. The vote was as follows: DeMond, aye; Piel, aye; Donjon, aye; Guebert, aye; Rheinecker, nay. Carried with 4-1 vote.

D. Part-Time Employee Wage

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Guebert, to approve a minimum wage of \$15 per hour for all part-time employees, pending FOP agreement, that they will not file a grievance. Carried

E. Annual Raises

Discussion was held whether department heads should be included in the straight 6.5% increase, or the 6.5% increases be pooled, and each department head receive the same flat rate dollar increase. A pooled raise for department heads of \$2.38 an hour each was discussed.

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Piel, to approve a 6.5% cost of living raise, effective with the first full pay period in May 2023, for all city employees including part-time and department heads. Recommendation rescinded.

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Piel, to amend his recommendation to approve a 6.5% cost of living raise, effective with the first full pay period in May 2023, for all city hourly employees, including part-time. Carried

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Piel, to approve a 6.5% cost of living raise, effective with the first full pay period in May 2023, for all management (department head) employees. The vote was as follows: DeMond, aye; Piel, aye; Donjon, aye; Guebert, aye; Rheinecker, nay. Carried with 4-1 vote.

New Business

I. Approval of Prior Month's Meeting Minutes – March 20, 2023 & April 10, 2023

Recommendation made by Committee Chairman DeMond, seconded by Committee Member Piel, to approve the minutes from the March 20, 2023, and April 10, 2023, meetings. Carried

II. Part-Time Personnel Spreadsheet

Addressed above (II-D)

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

None

The meeting was adjourned at 6:36 P.M.

Respectfully Submitted,

Joanne G. Cowell, City Clerk
Red Bud, Illinois