

Personnel Committee Meeting – March 09, 2020

The Personnel Committee of the City of Aledo met in Open Session in the Council Chambers of the City Hall building on March 09, 2020. Committee Chair BERTRAND called the meeting to order at 6:00 P.M. The roll was called, whereupon the following committee members answered present:

Aldermen ILA BERTRAND, MICHAEL CHAUSSE, DENNIS DIXON and JIM HOLMES.
Mayor CHRISTOPHER HAGLOCH.

Also present were TERRY BEWLEY, Alderman, BARRY COOPER, Alderman, CHRIS KOPP, Alderman, LINDA SARABASA, Alderman, CHRIS SULLIVAN, City Administrator / Chief of Police, and JAROD DALE, City Clerk.

Minutes: No Minutes to approve.

Old Business:

Discussion regarding Water/Wastewater Division Personnel: CHIEF reported three (3) individuals have applied for division positions. Of those, it would be recommending Jake Frieden, Gas Worker, would be moved to W/WW Superintendent and one (1) other candidate to fill the position of Water/Wastewater Worker.

Discussion regarding Police Department Personnel: City Council agreed to hire a FT officer to fill the position of full-time SRO at the request of Mercer County School District. The position to be fully reimbursed by the School District as well.

Officer Jared Conaway resigned after attending one-day at Police Academy. CHIEF noted he would move part-time officer Jackie Brown to a full-time position. Brown would need to attend a 2-week FT certification. Consensus by the Committee to recommend approval of moving Brown from PT to FT status.

CHIEF suggested the City advertise and create an applicant list again. A consortium was also pitched as an idea to consider locally, during discussions. CHIEF noted other communities in southern Illinois have done this before.

New Business:

Discussion regarding Gas Division Personnel: With moving Frieden to W/WW Division, a recommendation was given by the Committee to advertise for the position of Gas Worker.

Motion was made by ALD. CHAUSSE and seconded by ALD. HOLMES to move forward in hiring a full-time gas worker. A unanimous voice vote followed in agreement.

Discussion regarding Wage Study for the Public Works Department: CHIEF generated wage proposals for the Public Works Department for F/Y 2020. Comparisons between current rates and proposed rates were reviewed by the Committee. Intensions related to increase in wage rate pay were due to the ability to not find or receive applications related to viable candidates for hire in the Public Works Department.

CHIEF reported there was no union restrictions to the proposed wage rates because the PW's Department has decertified.

The Committee also reported the wage proposal rate increase is also to stay ahead of minimum wage requirements that take effect beginning January 1, 2020. Minimum wage to increase every year until 2025 with a new minimum wage rate in Illinois in the amount of \$15.00/hour.

The Committee also reviewed a wage proposal/projection created by CHIEF Sullivan. Frieden to be moved to W/WW Division and comparisons were presented between current rates and projections with his anniversary included for September, 2020 included \$41,600.00. Also, estimates related to what Jake would make by September, 2023 were listed in the amount of \$54,998.20.

Discussion regarding Wage Study for the Police Department: CHIEF generated wage proposals for the Police Department for F/Y 2020. Comparisons between current rates and proposed rates were reviewed by the Committee. Intensions related to increase in wage rate pay were due to the ability to retain quality officers or receive applications related to viable candidates for hire in the Police Department.

Current hourly rates for (0-12) months begin at \$17.08/hour with a proposal to increase to \$19.00/hour. In 2020, if an officer has worked over six years with the department, it was estimated an officer would be making \$53,040 a year.

ALD. Bertrand inquired on a consensus from the Committee. Committee provided a consensus to approve the wage proposal rate increase for the Aledo Police Department as presented.

The items to be forwarded to the Aledo City Council for final approval.

CLOSED SESSION:

Motion was made by ALDERMAN CHAUSSE and seconded by ALDERMAN HOLMES to adjourn to closed session to discuss:

A. Personnel Section 2(c)(1) Open Meetings Act

A Roll call vote was recorded as follows:

YEAS: Bertrand, Chausse, Dixon, and Holmes. NO: None. Motion carried. 4 yeas, 0 nays. The meeting was recessed to closed session at 6:40 P.M.

RECONVENE IN OPEN SESSION:

Council reconvened in open session at 7:06 P.M. Roll call was taken with the following answering present: ALDERMEN BERTRAND, CHAUSSE, DIXON, and HOLMES, MAYOR HAGLOCH, as well as, ALDERMEN BEWLEY, COOPER, KOPP, SARABASA, CHIEF SULLIVAN, and CITY CLERK DALE.

ADJOURNMENT: There being no further business, motion was made by ALDERMAN CHAUSSE and seconded by ALDERMAN DIXON that the meeting be adjourned. Unanimous voice vote followed in agreement. Meeting was adjourned at 7:07 P.M.

Jarod M. Dale, City Clerk