

MINUTES OF THE PERSONNEL
COMMITTEE MEETING OF THE CITY OF
HERRIN, ILLINOIS HELD IN THE COUNCIL
CHAMBERS AT CITY HALL ON MONDAY,
MARCH 7, 2019 AT 1:30 P.M.

Alderman York called the meeting to order. Those in attendance on behalf of the City were Mayor Steve Frattini, Alderman Paul York, Alderman David Shoemake, Alderman Scott Miller, Alderman Scott Kinley, Alderman Bill Sizemore, Police Chief Quinn Laird, Deputy Police Chief Warren Blake, Codes Administrator Robert Craig, Public Works Director Tom Somers, Budget Director Carrie Cravens, Treasurer Carl Goodwin and City Clerk Shelly Huggins.

Department Directors - Mayor stated that you all have a copy of the proposals. Alderman Kinley asked for a wording change regarding selling back or carrying over time. It says in proposal through no fault of the employee, he wants to make sure fault is the City's before we allow carry over. Public Works Director Somers stated that he has lost a few days in the past and there are times that department heads can't leave for extended periods. Prior to these proposals, there were no words written regarding this issue. Alderman York asked about delegating duties to others. There was discussion regarding the 60% retirement bonus proposal. Alderman York and Miller don't believe we should add this. Alderman Miller stated that he would rather give people a fair salary and no bonuses. Alderman Miller stated that he would vote no if there are any bonuses on new proposals. Codes Administrator Craig stated that the four of them are the only ones that's not getting the bump but it's still left in everyone else's pay. He is doing 2 jobs. When he took the job it was codes only and 8-4. Now he covers 24/7 and has to be available and includes animal control. Mayor stated everyone is making reference to Chief and Deputy Chief and they're bump. Alderman York doesn't believe the 60% will fly. He stated we have made mistakes in the past, but hopefully we won't make anymore. Alderman Miller believes that each department head should have an individual contract for a set amount of time and reviewed then. He said we need to know how much money we have to be able to offer raises. Mayor believes we should do external comparable. Mayor believes we should compensate our department heads accordingly to their jobs. Mayor asked if everyone wants to agree to a Band-Aid while we look at this further. Carrie asked the committee to come up with a number and while she is working on the budget she will let them know if we can afford it. They will set another meeting to go over wage portion only. Next meeting will be March 15 at 1:30 p.m.

Meeting adjourned at 2:35 p.m.