

Personnel/Finance

Date: 12-19-2023

Time: 6:05pm

Members Present: Daniel Angel, Carol Bailey, Jeffery Kirkbride, and Sarah Dyer

Members Absent: Bob Schacht

Guest: Eric Campbell

Topics:

1. Councilman Angel reminded the committee he planned to ask the Council to approve purchasing time clocks. The target date for full operation will be March 1, 2024. February 2024 will be a trial period.
2. Pay raises were discussed. 3% across the board. A \$1 pay raise to Cindy Winfree. A \$2 pay raise to Melody Siebenaler.
3. Comp Time was briefly discussed. Councilman Angel wanted to verify the only change to the process was the removal of quarterly pay outs and a return to a one-time payout at the end of the year. The Committee confirmed that was correct.
4. The Handbook was briefly discussed. There are only two changes this year to the handbook. The quarterly payouts for comp time and a change to the payout of vacation time for employees who are terminated with cause.
5. Health Insurance was discussed. The Committee moved to suggested to Council option titled, "Blue Access Option 54 with Rx Option 8." This was the best option for the village employees and adds roughly a \$7,000 cost to the village.
6. Mayor Bailey brought up the need for the Committee to beginning formatting a merit base pay raise system for the village. The Committee agreed to spend the month of January thinking through what that system would look like based on the number of employees the village has.
7. Councilman Angel suggested the Committee also used the month of January to work on the 7-year forecasting for future appropriations.
8. Councilman Angel reminded the Committee that the last transfer of income taxes needed to be done in Council tonight. Those funds are \$200,000 with a 60/40 split.

Adjourned: 6:27pm