

**MADISON COUNTY  
PERSONNEL AND LABOR RELATIONS COMMITTEE**

Monday, December 17, 2018 at 5:00 P.M.

Administration Building Suite 145

**PRESENT:** E.Harriss, R. Wesley, A. Gorman, J. Foster, D. Gray, R. Pollard, D. Moore, C. Guy.

**ABSENT:** J. Dodd,

**OTHERS:** C.Hankins, R. Schmidt, C. Edwards, C.Gitchoff, A. Schoeberle, L. Ogden, B.Cooper, J. Thompson, C.Swick, P. Chapman, M. Brandemeyer, M. Cross, D. Hulme, S. Vilmer

Mr. Wesley moved, seconded by Mr. Gray to approve meeting minutes from November.

**MOTION CARRIED.**

**NEW BUSINESS:**

Planning and Development Job Descriptions-

Program Clerk Adjudication & Solid Waste, Code Enforcement Officer Licensing & Property Management, Program Clerk Zoning Storm Water & Resource Management, Program Clerk Building Code Enforcement and Private Sewage.

Mr. Brandemeyer presented Planning & Development updated and increase pay grades for three job descriptions. This will consolidate some duties and compensate those employees affected. This will be an increase of salary of \$7,500 total for all positions. In addition, they will plan to retro the pay back six months for these positions as they have been performing additional duties. They also plan to eliminate a 'bookkeeper' position which will be a savings of \$35,000. Per C. Gitchoff, the Union is on board with these changes.

Mr. Moore joined the meeting at 5:12 pm

Mr. Chapman, Mr. Wesley and Ms. Gorman asked some additional clarifying questions. Mr. Brandemeyer answered.

Mr. Hulme joined the meeting at 5:21 pm

Mr. Wesley motioned to approve both, seconded by Mr. Pollard seconded to approve.

**MOTION CARRIED.**

**OLD BUSINESS:**

County Policy Update, Ethics Training, HRIS Update, Training Module

*County Policy Update-* Mr. Cooper spoke to two projects that SIUE will be assisting the county with. One for reclassification of Exempt vs. Non-Exempt positions. This one is of no charge to the County.

The second is an evaluation of our current compensation program. They are investigating a 'Merit System'. The cost to the County will be \$15,000. This will apply to non-union employees only. This will affect 190-300 positions per B. Cooper. Ms. Gorman shared concerns that this is a grandiose idea and asked about deliverables and concerns about it being delivered by a Graduate student. Mr. Chapman echoed the concern.

*Training Module-* McKenzie Cross from Paycom presented the Training Module that is available for purchase as well as cost liability. Currently this is tracked by A. Schoeberle and is tedious. Ethics training could be tracked in this module along with all other mandatory trainings.

*HRIS-* C. Edwards provided update on usage. Shared that the carrier feed went well and that in the future we are looking to training performance reviews and applicant tracking. Payroll is going well.

#### **PUBLIC COMMENT:**

Mr. Chapman provided concern as well as supporting documentation regarding overtime and comp time abuse by county employees. Mr. Wesley pointed out that exempt and non-exempt could both impact this report.

- Comp time is reduced by less than half by making people follow County policy of taking comp time in accordance with the policy
- J. Thompson provided guide on over time and comp time and advised that it will be evaluated quarterly.
- Mr. Chapman commented that department heads should be held accountable. Mr. Moore echoed Mr. Chapman's comments and also commented that elected officials should also have to adhere to policies.

Mr. Wesley moved, Ms. Gorman seconded to move to Executive Session at 6:21 pm.

#### **EXECUTIVE SESSION**

Regular session resumed at 6:38 pm

Mr. Wesley motioned to deny the grievance, seconded by Mr. John Foster. **MOTION CARRIED**

#### **ADJOURN:**

Ms. Harriss moved, seconded by Mr. Wesley to Adjourn. **MOTION CARRIED.**

/skv