The Finance Committee of the Council of the Village of Monroeville met on Tuesday, July 19, 2022 at 6:00pm in Council Chambers at the MMC. The purpose of the meeting was to discuss the re-structuring of the wage ordinance, and any other financial issues to come before them.

Present were: Committee members Chris Raftery, Joe Galea and Sam Wiley, and Fiscal Officer Bonnie Beck. Also attending were: Mayor Fries-Seip, Tom Gray, Bob Whitacre, Sue Rogers, Ann Beck, Troy Kimball and Gary Lyons.

Chris opened the meeting by stating that this matter is not going to be an easy thing, and asked that everyone bear with them. Bonnie stated that she and Chris met briefly yesterday to review some ranges. The ordinance is really kind of shattered, so it’s hard to pull those ranges in to make it all work, based on the wages that are being paid today. Bonnie said that some parts of the ordinance are so skewed, she doesn’t know at this point how to fix that. Chris asked if everyone had received what Bonnie had sent yesterday, and said that will be our working document. Joe said that one point is having a document showing what the current wages are. Ann made copies for those who didn’t have that document. Chris pointed out that each department has their own uniqueness when it comes to licensing, accreditation, responsibilities, etc. Bonnie noted that the Electric Department will now have six years of levels before reaching the Superintendent position, so two more levels will be added in that department. Joe suggested taking a section that they are more comfortable with and determine if it needs attention. Bonnie stated that the Administrator and Fiscal Officer’s ranges don’t need to be adjusted, as the range is already sufficient. Bonnie said the Street Department might be the easiest place to start, as there are only 3 levels. Sue questioned the administrative positions, and Bonnie said that Council wanted to do ranges, and those positions have a $20-$30range, which is sufficient in her opinion. But that’s entirely up to Council, she added. The utility worker section is a small one, too, as it was another unique circumstance for that position because they put Bret in after he retired from the W/WW divisions at the rate of pay he retired at. Chris said that in the meantime they need to set those ranges in the event of his retirement. She asked Tom if Bret was a vital employee, and Tom said he was, across the Village. The ordinance shows that Bret is almost at the top of the first level right now. The Mayor said that it’s hard to say definitely when everything is so out of skew right now. If she can go to McDonald’s and get $18/hr. plus a sign on bonus, we can’t expect to start at $15/hr. for any kind of a skill. However, 6 months ago, or even a year ago, that was good as a starting pay. So, do we base it on the craziness that’s happening right now because nobody wants to work? Bonnie said it needs to be based on our budget. She said she believes that based on the economy stats that she sees today, we’re probably going to be facing a recession. She doesn’t want to see the wage ranges pushed up so high that it’s going to harm our budget. She also pointed out that they are all aware of the rising costs for material. Once Heather gets back from her training, they will be reviewing the budget to make necessary amendments to cover those increased costs. The Mayor asked if there’s a rule of thumb where we wouldn’t want a range to exceed a certain dollar amount. Bonnie said she isn’t aware of a rule of thumb, but after her meeting with Chris she did ask for some updated wage ordinances from other communities who are close to our population to see where we fall in with their wages. She distributed a form that shows the breakout of positions and wages. Based on those numbers, she doesn’t feel that we’re out of line in comparison. The Mayor asked if it would be out of line if we would just bump the top of the range so it would still include what a utility worker is making plus a couple pay increases. Bonnie said she didn’t feel she got clear guidance on what Council was looking for in the pay ranges. She noted that all of the other ordinances had ranges, and they varied in the high/lows. Discussion. Bonnie said that Council already established a starting pay of $15/hr. for employees, so that has to stay as the base pay for all levels. Joe stated that the part-time police officers aren’t making the $15/hr. Bonnie said Council approved the $15/hr. for full-time employees, but the part-time officers did receive the $3/hr. pay increase. Discussion about the utility worker levels. Bonnie said she did a strikethrough for grades 2-4 because those levels didn’t make sense with level 1, but that doesn’t mean they have to be eliminated. Bob said it might be simpler if that category had less levels and a wider wage range. Sue asked if there are certain skills for that position. It was noted that the ordinance does have some requirements. Bonnie asked Tom if it was the intent to keep this position, and he said that was subject to review, as there are options as to the placement of another employee. Discussion about

Pg 2 July 19, 2022 Finance Committee meeting

position requirements. Tom reminded Council that we’re not talking about job descriptions, we’re talking about wages. It was to determine to move the top of the range to $30 and eliminate the other levels. Tom said we’re fortunate that we’re not in a churn across the board for employees. The methodology here is to establish the ranges to future proof the ordinance, and to also look toward a stable budget environment as we’re seeing costs go up astronomically, and yet we need to be able to hold the line through 2023. Moving on to the Street Dept., the Mayor asked about the entry level for the supt. Bonnie said that for Dustin, he was in that position until his evaluation, and then was moved to the supt. position. The Mayor asked if we need a range for a one-year probationary period. She said she’d rather see the laborer’s range go up to $19.50. The issue was what to do with a range for the entry level supt. If the person might only be there through probation. Tom said he feels a range still needs to be in play for that position. Joe said we shouldn’t have any levels that are overlapping, and Bonnie agreed. Bob said that’s why it makes sense to have fewer levels and a wider range in the ones remaining. The Mayor asked if we could eliminate the entry level supt., increase the top of the entry level range to $19.50, and have the range for the supt. be $20-$27. She asked if this would be ok. Tom said this has been in the package for quite some time as a means of progression. An employee can be moved through the probationary period and promotion, the wages can be controlled through the ranges from the bottom to the top. He said you certainly wouldn’t take a street laborer and inject him in the middle of the wage scale, you would bring him in at the level where he would fit. He believes we don’t need the entry level supt. as it can be addressed through the probationary status. It’s something to consider. It was determined that the supt. range would stay as is for the starting wage and go up to $27, eliminate the entry level supt. level, and raise the top of the range for laborer to $19.50.

Water/Wastewater - Bonnie said these levels are messed up, too. Bonnie asked if everyone was ok with removing the CDL language from the ordinance. They agreed. Bonnie said she’ll incorporate this into a policy for the handbook as soon as the terms are squared up, and pass that separately. Bob said if you’re combining years of service with your grade level qualifications, it’s almost impossible not to overlap. Joe asked about hiring someone who already had the qualifications for a certain level and slot them in, so maybe the overlap would be ok then. Tom said the dynamics associated with that are a Wes and a Don. For us to be sustaining the individuals we have on staff now an employee won’t be able to accumulate the hours in the plant, nor the license requirements, probably before Don or Wes decide to retire. We’ll be looking to bring someone in who has those higher classifications or licensees, and it would be at that point that the experience and the credentials will speak volumes to hiring at that point. The Mayor said that at that point she would be concerned because our pay scale is probably not going to attract somebody with those qualifications. Tom said the W/WW environment is becoming a segregated environment. The reason being that a new employee like Isaiah can’t do double duty on the clock and charge hours for license certifications at water and at wastewater because of the licensing and tracking requirements the OEPA has now. The OEPA is now strictly enforcing hours earned in both departments. That being said, we’re going to have to consider in a future budget bringing in someone as a trainee or at the entry level at the WWTP to do the same thing that Isaiah is doing at the WTP. This is an important step, but with the electronic tracking they now have to do they have enforceable hours. Bonnie interjected to answer Sam’s question last week about OT pay for random drug testing. Don informed her that as long as either he or Wes are already on duty, there isn’t any OT as they cover the hours for each other. Tom said to further complement that, if hours are missed by the Operator of Record (OOR) in either location, they have to be made up. Bonnie added that because of those new OEPA laws for the OOR, Wes and Don now have to work every holiday, taking turns, of course. Getting back to the ordinance, the Mayor asked why there was such a big gap between the entry level and grade 1. Bonnie said this is one of the discrepancies she pointed out previously. The Mayor suggested leaving the upper range of Grade 1 at $18.50, but bring the lower level down to $16. Joe said he thinks it’s more about flexibility, like If we would hire someone who already has some experience. The Mayor asked if someone is hired who already has a CDL can they start at a grade 2, or will they always start at an entry level. Tom said in the case of the Water Dept. a CDL is complimentary to the position. Chris asked when the training starts for these employees. Tom said that in the case of Isaiah there were several steps qualifying him just to gain his initial lab certification. This

Pg 3 July 19, 2022 Finance Committee meeting

entailed so many hours in the plant, so many hours doing sampling and testing, and so many hours under supervision for that sampling and testing. He’s just now completed the basic level lab certification that allows him to run the tests and log the tests, but he can’t send those tests results to the OEPA. Wes, Don, and in this case Rick, can sign off on these basic lab tests. Discussion about having the entry level range from $15-$16, grade 1 from $16.50 - $18.50 and grade 2 from $19 -$21, and then grade 3 from $21.50 to $26, which will leave Rick still within that range. This leaves grades 4 and 5 being really skewed. The Mayor said that someone coming into grade 4 should be making more than someone in grade 3, so both of the bottom ranges have to go up. This creates an issue due to the rates for the Asst. Supt. and Supt. positions. Sam recommended creating another grade level due to the circumstances for the person presently in grade 3 so we can still recognize his seniority. Joe asked if we’re in a position where we want that person to have more qualifications. Sam questioned why this person has been at this level so long without advancing. Tom said there are circumstances that fit each employee and their ability to train and learn, and go beyond their current level of licensing. He reiterated that we’re trying to future proof this ordinance so we don’t have to keep making wage adjustments in it, and not so much for putting an individual in at “x” amount of dollars. It tends to move itself up through the chains, and as we incrementally go through the process, we’ll be able to further strengthen the top two grade levels. Discussion about the overlap on the top levels. Bob said he doesn’t know how we’re going to get around this. Discussion on how to make this work, considering licensure and potential. Chris asked how long would we expect the proposed levels to hold. Bonnie noted that the very first time we did ranges, the intent was to have them extend over three years. Chris said maybe we need to condense it down a little bit without stretching it out so far so it would allow the natural progression of pay increases over a shorter period of time. Asking Tom to correct her if she’s wrong, Bonnie pointed out that the progression from grade 3 to the top two positions is not easy. There is a lot of studying that goes into testing for each license. In the past we’ve had employees who had to take the test more than once in order to pass because the test is not easy. Once the employee passes the test, they then have to work for a year under that classification before they actually receive their license. So, the employee is in each level for a period of time because it’s a long process to obtain licensures. Tom noted that in Rick’s current role, he couldn’t accumulate enough hours in the WTP to move up the grades, as that’s the dynamics associated with his role. He added that Bonnie is right – it’s hours under the umbrella of operating the plant, the lab, and report generation in order to manage the operation and obtain credentials. More discussion about the grade levels. Tom said he would prefer that we have some point of demarcation in each level so there’s incentive to progress through the grades. This would also allow some flexibility when a pay change is implemented. Overlapping is always going to be a challenge, but he thinks we’re on the right track in working on the ranges and not so much the wages at this point. Joe asked why the Supt wages were closer to the top of the range. Tom said he came in with the right qualifications. Bob stated that Wes used to be our W/WW Supt., but he left and came back. Joe said that answered his question, as it’s almost like he has two roles in some respects. Tom said this is unique unto itself in that Wes is the OOR for the WWTP, and 90% of the time Don is the OOR for the WTP. Bonnie asked Council to please keep in mind that these numbers were just put in there as a starting point for discussion. These are not the ranges that are in our current wage ordinance. Chris said it’s obvious we have some conundrums here. We can still create the ranges, with that one as an exception (with Rick) because he’s still an operator in grade 3, and he’s paid more than what’s in the range, but just make this an exception as we always have while still continuing with the ranges, because eventually there’s going to be some positions open. We have some retirements coming up so we really need to set those together. Bob asked Tom if the ranges in entry level to grade 2 give us enough flexibility. Tom nodded yes, and said the key at that point would be retention. We’ve lost two employees recently to other entities for (significantly) more pay. You can’t take that into account. Bob asked if we were losing disgruntled people. Tom said no, adding that Alex Hoyt left for Huron because they could accommodate his second shift hours, where here he was working evenings and holidays and weekends. Bob said it seems like most people are satisfied here. Bonnie commented that we have employees with longevity for sure. The Mayor asked if it makes sense to have a range, but put

someone in outside that range. More discussion on range options. Joe said it seems that they keep

Pg 4 July 19, 2022 Finance Committee meeting

coming back to overlapping being necessary. The Mayor asked if they would be irresponsible if, because there isn’t anyone in grades 4 and 5, we leave that range at just $1 and just go from $25-$26 and $26.50-$27.50. Sam said that may be hypothetical, but they’re also supposed to be an incentive. Joe asked who the incentive would be for if there’s only one person in the position, and we may be spending too much time on this if we’re going to be doing this every year. Bonnie said the goal is to not do this every year, but *review* it annually instead. She added that according to her notes, back in 2018 she suggested that the wage ordinance should have some work done on it. Joe confirmed that Tom is saying that we’re going to be looking at bringing people in with somewhat similar licenses for the top two positions in the near future in preparation for retirement of Don and Wes. But they could possibly be slotted into one of the superintendent roles as there’s nothing to stop us from hiring directly for either one of these positions. Tom said that was correct. After more discussion it was determined that the entry level would be $15-$16; grade 1 would be $16.50-$18.50; grade 2 will be $19-$20.50; grade 3 would be $19.50 -$26; grade 4 would be $20.50 - $27; grade 5 would be $21-$28. The Mayor said that since grades 4 and 5 aren’t even in the picture right now we shouldn’t beat that up at this point. Police - Sam asked if we could do the PD section next so Gary and Troy could leave if they wanted to. The Mayor commented that we might not get through all of this tonight. Tom interjected that if we carry on with the first three levels of the W/WW grades, those would be similar to the ones for the Electric Dept. with language for the trade school. Bonnie noted that there will be an extra grade in this dept. based on the revised job descriptions. Bonnie confirmed that Tom wants to keep the W/WW ranges the same for the Electric Dept., and he said yes, subject to further refinement. The Mayor said she thinks we can get rid of the probationary language in the PD section like we did in the utility worker or streets section. Bonnie said she believes all employees have to have a probationary period. The Mayor asked if it has to be delineated here. Bonnie asked if she was referring to the entry level supt. for streets, and the Mayor confirmed. Chris said she thought this should be spelled out. Bonnie reminded Council that police officers only have a 6-month probationary period. The Mayor set a scenario where an officer comes in with a 4-year degree and experience, and it’s deemed that we’re going to pay him $18.90 or $20. When he’s probationary for those 6 months will he start at the $18.80 regardless, or at the set amount that we’ll be paying him? Gary interjected that he didn’t have a copy of the wage ordinance working document. The Mayor read aloud the levels of pay that Bonnie and Chris plugged in yesterday. In response to the Mayor’s scenario, Gary said it would depend on if we gave a separate bonus or compensation in addition to the wage. Say like if everybody who got a Bachelor’s degree got $600 every year, that wouldn’t figure into this. But if we are going to go with those particular qualifications, he would say yes, he would have to find some way of rewarding that person to get them in. He would recommend starting them at $20. Bonnie said she wanted to throw out that when her position changed titles, Council put her on probation for a year as a Fiscal Officer, even though she had over 25 years of experience. The Mayor said they will be on probation, but what are we going to pay them? Gary said they are required to be on probation. Sam said the probation should be at a specified pay level. The Mayor said unless she’s missing the boat, she doesn’t think we need that probationary level delineation. Bonnie asked if they’re required to be on probation, why wouldn’t the rate of pay be in the ordinance. Joe said the rate of pay is going to be within that police officer’s role. They don’t need a specific range. He added that what they could do is add language that once they come off probation, they receive some kind of raise. The Mayor said she doesn’t think we need to do that. They’re forced to have probation per the ORC, but she knows that recently when we hired somebody over the base rate he didn’t start at the base rate and then 6 months later go to the officer rate that we have. We gave him the rate of pay that Council approved when he was hired. Bonnie said she was trying to figure out who was hired at a rate above the base rate. Nick went from part-time to full-time. No one knew who that person was. Gary recommended doing away with the police officer and just basically move up the officer probationary, change that to officer and put in there upon making probation they are subject to additional rate increases. That kind of simplifies it and lumps all the officers into one. The Mayor said that nobody else gets an increase when they come off probation, do they? Bonnie said some do, it depends on the evaluation Gary said some can’t. Bonnie added that we’re not doing it this year because of the recent pay increase. Joe noted that the street laborer’s position has the language for pay increases after

Pg 5 July 19, 2022 Finance Committee meeting

probation. Chris stated that the Chief just has to justify the increase and Council would take it from there and approve it if they agreed with him. So maybe we can just leave it at that. Gary said that hopefully we won’t have to address this and not lose any officers, but he’s good with that. The Mayor said she thinks we will have to address this, but maybe she’s overthinking it. She knows we recently hired someone who came in at a higher wage because of his credentials. Gary said those are typically part-time officers. The Mayor said they would go through probation as well. Gary said yes, which segues into his one comment that we need to update the part-time officer as the ordinance doesn’t mention a probationary period for them. Chris confirmed that the probationary time was 6 months for them as well. Sam asked if this would fall into the rules or job descriptions rather than the wage structure. The Mayor said the language could be the same as that for a full-time probationary officer. She said she thinks the probationary officer level can be eliminated and just move that language into the police officer level. Bonnie said she wanted to throw something out, but her intent isn’t to step on anybody’s toes. She asked Gary how he would do evaluations for a probationary part-time officer when three of the officers have worked less than 45 hours for the first 6 months of the year, and sometimes for the entire year. Gary said that obviously he has a smaller sample size. He said if we remember, he always wanted a full year’s probation, but when we found out that the state mandated 6 months, we had to change it. He would prefer a year because it would give him a bigger sample size. He wishes there was some way of getting around that. Sam said he thought the Chief had the discretion to make it longer than 6 months. Gary said it could be extended to 90 days. He doesn’t know if we would be violating any laws if we pushed it beyond 90 days. Gary said with a full-time officer he has a good sample size with the 6 months, but with part-time it’s hit or miss. Some part-time officers have worked quite a few hours, and others have worked very little. Bob asked if there has ever been a problem with this. Gary said no, and typically when he goes through the interview process, he can get a gauge from what training the officers have gone through, so he has a pretty good idea. If the probationary period is ending and he sees that the reports are looking bad or he’s not doing any activity, when he gets to the 6 months even if it is a limited sample size, they know what to expect. Sam said that once again that would follow in the job descriptions, and not in the wage ordinance. Gary agreed. The Mayor said that she would recommend that the minimum wage for part-time officers go to $16.50 and that everybody else is already well within the range so they’re not going to tap out. Bonnie said that this would mean a part-time officer would make more than the base rate for a full-time employee. The Mayor said not if it starts at $18.80. Bonnie said the entry level is $15, which is what Isaiah and Kadon are making, and they’re working full-time hours of 2080 hours a year. Sam said the ordinance currently has the minimum wage of a part-time officer at $13.50, and asked if they should be starting at $15. Joe said it seems that way, but to keep in mind that we’ll be giving three people a raise to do that, and then do you give the part-time person at the top end a raise to compensate. He would say we have to. Gary said if we’re talking 25 cents to 50 cents an hour, budget -wise given the hours they work it shouldn’t have much of an impact. Gary said that typically the officers who work the most hours are Silvers, Sheehan, Henderson and the new guy, Broeckel. Those officers probably carry the bulk, especially Silvers. Bonnie stated that right now Silvers has 223 hours, Henderson and Querin both have 44 hours, and Sheehan has 38 hours. Gary said Henderson’s assignment at the Seneca County Sheriff’s office has changed, so now he has weekends off so he’s a little more flexible. Sam asked if the top of the p-t pay range needed to be higher than $16. Gary said he would like a discussion on that at some point. Sam said that’s why he’s asking it. Gary said that last year he had submitted a tier pay level based on number of hours worked, so that the officers who are giving the most time and are the most dependable should be rewarded. He’d be happy to provide that tier. Sam said that if we’re changing the bottom rate to $15 should the top be moved above $16. Gary said since the bottom level is moving up $1.50, move the top level to $17.50. Sam said he doesn’t see a problem with that, as it’s still below a f-t officer’s base level. Bob asked if we’re in line with other communities, and Bonnie said that’s why she gave them the comparison sheet that shows we are not out of line, but they’re all different. Joe read off some of the ranges. Sam said that’s pathetically low. Bonnie interjected that this would mean our wages are pathetically low for all of our employees. Joe said he would say that everyone who works for the Village

Pg 6 July 19, 2022 Finance Committee meeting

is underpaid, and that’s just in recognition that we’re such a small village. Bonnie asked for confirmation of the p-t wage range, and was told it’s $15 - $17.50. She commented again that this is more than the full-time employee wages. Joe said the other employees are probably less likely to get shot at. Bonnie said they could get electrocuted in the bucket truck, or be harmed by hazardous chemicals. Sam said they all come with their risks. Joe said the justification for it is that we have p-t officers that are…. you can’t compare an entry level position with a p-t police officer that isn’t necessarily an entry level position, it’s just a recognition that we need part-time help. A p-t officer may be very experienced. Bob commented that probably most of our p-t officers have f-t jobs elsewhere. Gary said except for Broeckel. Querin is a Lt at Firelands Community Hospital, he used to be a deputy for Huron County, Sheehan is f-t at University Hospital, and Silvers is a p-t officer at Lorain Metro Parks. Joe said we want to have the experienced officers here so we don’t get into situations that cause problems. He added that the law doesn’t differentiate between p-t and f-t when it comes to defending the law, so we need qualified p-t officers. Joe said this might need some tweaking in an open Council meeting. Bonnie said it’s not necessarily the entry level thing, it’s the time worked. We’ve had officers who have only worked one week so far this year hour-wise, compared to somebody who has worked 1040 hours. Joe said the tiered approach makes some sense and might incentivize them to come in if they have the ability to be on our schedule. Joe asked how the p-t officers are worked into the schedule. Gary said that typically he inquires what they have available, like for Silvers he’s available on Thursdays or Fridays. Other than coverage for vacations, holidays, training or sick time, they haven’t had to delve much into the p-t officers because they’ve been able to rely on their f-t officers. Gary noted that every one of the p-t officers has to go through basic police school, so they’ve already achieved some skills, and he thinks that’s deserving of at least the bottom level wage. Bonnie asked if the probationary position was going to stay, and Council concurred that it’s not necessary. Sam mentioned again that this should be in the job description. Joe said to just strike “$18.80/hr. probationary officer” and move the rest of the section into the police officer’s section. Gary said to add the probationary period for the p-t officer section. Joe confirmed that Bonnie will be sending another draft with these proposed changes for further discussion. Sam said he wanted to make sure the probationary period is in the job descriptions, as part of the job is to complete the probationary period. Bonnie said that none of the job descriptions mention probationary periods. Joe said we have to be consistent if it’s in other parts of the ordinance. Chris said it doesn’t hurt to have the language in the ordinance. When asked if we should move on, Bonnie pointed out that the LT makes more than the Chief does. Joe joked that the LT didn’t seem to mind, and Troy said the Chief gets a little more incentive. Gary said that some of this is his fault because he had a five-year contract in order to get a few things that allowed him to go on some of the special committees with the DOJ. He waived his raises during that time. In that same period of time, they did away with the Sgt. and Capt. positions and created the LT position, so he was trying to find some middle ground in there, and as things would have it the LT ended up making more than he does. Joe asked if they could just say that the COP is subject to a separate negotiated contract and incorporate by reference. Bonnie commented that Jim had shared with her that he doesn’t like employee agreements. He feels that whatever is in the ordinance is what should be paid (and follow all other terms of the handbook.) Bonnie asked if Council was ok with the police officer pay range. The Mayor said that right now everybody is well within the ranges, so she thinks those ranges are ok. The problem will come when we go to hire a new Chief, as that range will probably have to be increased. But for now, the Chief is within that range. Joe said his only observation then is that right now, if we adopt the range that Bonnie put in that would give the Chief a slight raise. Gary said that would be 69 cents. Chris stated that in the meantime he has an agreement that states his rate of pay, so we have to adhere to that agreement. Bonnie said the range can be $26 to $34 to make this work. Joe said that when the time comes for a new Chief, we may have to do some market research to determine what’s fair and what’s going to get us qualified applicants. He said he just saw where Cleveland negotiated a contract where an entry level officer in Cleveland will start at $60,000/yr. f-t. Bob said that’s not comparing apples to apples. The mayor said she thinks we can leave the rest of the PD section as is if that’s ok with everybody. Chris said Council can look at the proposed changes and have the opportunity to review them again. She suggested moving on to the administrative section. Joe asked Bonnie and Tom if they were satisfied with

Pg 7 July 19, 2022 Finance Committee meeting

their ranges, and they both said yes. Bonnie stated that Ann has been with the Village for 26 years and Heather has been with us for 2 years, and there’s a minimal difference in their rates of pay. She feels that the range for the Admin Asst. position needs to be increased. Joe asked what was different between Ann and Heather’s roles. Bonnie explained that the Admin Spec title was created for that person who she is training to take over the Fiscal Officer’s position. So, when she retires, that position may very well go away, but it might not because it is definitely a 2 ½ person office. So, when that position was created, the wage range had to be created as well. Bonnie said they have different yet similar duties, but each one of them has her own strengths and that’s where the focus is. All of them can do whatever needs done in the office, but there are strengths from each of them in doing the tasks. Bonnie said she realizes that Ann started out at p-t and at a much lower rate of pay, but there remains a huge discrepancy in those two ranges. Ann has a lot of experience that she brings to her position. Joe asked if Ann worked 2080 hours annually, and Bonnie confirmed. Joe said they need to start thinking about what kind of raise to put in the position. Bonnie said that’s all she’s asking at this point is for Council consideration. She added that she also realizes that she has said out loud that we have to careful with our budget, and she’s keeping that in mind, but she would like some attention paid to this position’s wages. Sue commented that it looks like the range is there. Joe said that Sue is correct, and asked who would normally ask for a raise. Bonnie said that she would be the one doing that. Joe said maybe they need to firm up the ranges and then look at a raise. The Mayor said that while we’re talking about retirement, we have three very - she can’t speak highly enough - administrators here. Can we do some long-term planning? Are retirements forthcoming? She hopes not, but asked for some indication about what the thoughts are from those three. She said she was curious about what their plans are. Tom said when he doesn’t have the ability to support Council and the Village, he’s sure Council will be the first to know that. The Mayor said she appreciated that, and asked Gary next. He said he looks around and he can see people that he’s butted heads with, but that’s been the same wherever he’s been. He thinks that sometimes that can be stimulating and they can learn from both sides. He still loves what he’s doing, which is one of the reasons why he changed his mind and decided to stick around. One thing he’s found out is he’s leaving his youthful phase into his middle age phase is that time is precious. But right now, he has no plans on leaving. He doesn’t want to put a number on it, but at least for another year. After that his contract runs out and we’ll visit it then. If he were to leave it would only be because of health reasons or…the only frustration he gets is on the law enforcement side. Trying to deal with the courts and some of the other issues that’s been coming along. That’s the most frustrating part of this job. It’s frustrating trying to find good help and trying to keep those people that you do get satisfied and wanting to do a good job for the Village and not be looking elsewhere. The Mayor said she appreciated the comments. She then asked Bonnie if she was comfortable commenting. Bonnie stated that Heather is only in her first year as f-t, and even though she is very good at what she does already, there’s so much more to do. We’re just getting “into the meat” of financing, and as she spoke to the Mayor previously, this has not been a good year, as they were all sick in January and for the first time in her 32 years here, they had to close the office for an entire week because none of them were healthy enough to be here. So, she had to ask for permission from the state for an extension on filing the annual report. Heather just got her toes wet on the reporting that has to be done annually, which takes a solid three months to complete all of the reports. So, she feels she needs to stick around longer to help Heather through those phases. The Mayor said she appreciated the comments. Sam asked how the changeover to RITA has affected the office. Bonnie said they haven’t run into very many snafus. There have been some, but we’ve worked through them. She reminded Council that we’re still doing the legal side of taxes because RITA would charge too much to represent us in court when someone doesn’t pay of file. So, we’re still doing that aspect of it, and it’s a yearlong thing because we have to go through several steps sometimes to get a person to comply. Heather is still going to court once a month for income tax cases. We still help people, as she prepared tax forms for a couple people who didn’t have a computer and they don’t want RITA to do it for them. So far, it seems to be working out pretty well.

Pg 8 July 19, 2022 Finance Committee meeting

Gary said that if we’re finished, he does have one thing that’s totally unrelated to budgets and wages. The Mayor asked if it was finance related. Gary said it could have a financial impact. Sue asked if we’re ok with the Zoning Inspector section, and Chris confirmed. Gary said he was approached by an individual

who is willing, as long as Gary can properly justify it, to help fund a school resource officer (SRO) substantially help fund an SRO. He doesn’t know how much we could get from a grant. He keeps hearing different things about some of the school shootings that yes, we do need more police officers, but then they have some others where some teacher’s associations would rather have that money go toward something else. He’s not wanting anyone right now to commit, but he asked Council if they would be willing to entertain that idea if the numbers worked out. Chris said she’d like to look at the pros and cons and have some real, good conversation. The Mayor said she thinks an equal part with the school needs some discussion. Gary said he hasn’t approached anyone yet. He just got the letter from the individual. Sue mentioned a percentage of what they would be willing to contribute. Gary said he asked this individual to fund the whole thing, and they didn’t say no. Chris asked for how long, and Gary said that would be another thing to consider. He added that with every indication he has right now it could possibly go indefinitely. But this is something that needs to be spelled out exactly, like do we want to pay the SRO. This would be a different wage scale than a regular police officer. There are a number of variables that need to be looked into, but he wanted to get a feel from Council if they think it’s worth looking at this. Chris pointed out that we have more than one school, and she wouldn’t want to leave one out over another. Gary said he thinks the individual wouldn’t have a problem with that. The Mayor agreed that the school needs to be brought into the conversation, but it definitely is worth looking into.

Joe said there was a Village Flea meeting on Wednesday in which he shared that the food truck ordinance had passed. It was pointed out to him that one of those vendors was coming with the understanding to them recently that things would be as they had been in the past as far as a fee to be as the VF. A concern was expressed that if some of the vendors had to pay the $100 license (permit), that maybe some would not come. Bonnie said there’s something in the rules/regs that a vendor doesn’t have to pay that fee if they are part of a festival. The Mayor agreed. Bonnie asked if they had more food trucks, as the last she knew they only had one. Joe said there are some interested, and they’ve been kind of reaching out.

The Mayor said that since we’ve met twice this month, what are we thinking about next week. Are we going to have items that need to be addressed before the Council meeting? Bonnie said she won’t have anything, and Tom said we’re ok on his end.

There being no further business to discuss, the meeting adjourned at 8:11pm.

Respectfully submitted,

Bonnie Beck, MMC

Fiscal Officer