

**HUMAN RESOURCES COMMITTEE MEETING
THURSDAY, OCTOBER 3, 2019 – 4:50 P.M.**

MEMBERS PRESENT: Galicki, Carroll, Fiscal Officer Romanowski

VISITORS: Porter, Schloss

Fiscal Officer informed the Committee that Interim Street Commissioner Alder inquired as to whether there was a pay raise included with the “interim” period of him serving as Street Commissioner.

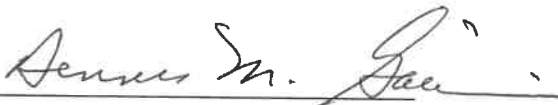
Fiscal Officer informed the Committee the range for the Street Commissioner position is \$33.07/hour to \$46.29/hour. There was discussion about increasing the salary during the interim period, but to make it clear to Alder if he doesn’t get the position permanently, the salary would go back to what it currently is. There was also discussion about doing a bonus versus increasing the pay for the interim period.

Various options of the department structure were discussed including having a Street Commissioner from either promoting from within or hiring from outside, creating a foreman position, hiring an additional full-time employee for a total of five full-time, hiring one or two part-time summer helpers, or possibly having the Police Chief become the “Commissioner” doing the administrative tasks with a working foreman doing the working laborer duties.

Fiscal Officer recommended that the Committee and Council keep in mind that if they move to five full-time workers right out of the gate with all the potential changes in the department, it will be hard to cut back or let someone go if the Village decides it is more manpower than what is needed. She suggested with all the changes, perhaps Council would want to have four full-time workers, make the changes with lawncare, etc. and then see if another worker is needed and if so, add them at that time. It is always easier to add an employee, but it would be hard to get rid of an employee if it is determined the manpower was more than what is needed.

Fiscal Officer informed the Committee there was a request by the Interim Street Commissioner to consider a pay increase of another member of the Street Department.

Meeting was adjourned at 7:20 p.m.



Dennis Galicki, Chairman