

Human Resources Committee Meeting

April 28, 2022

Village Hall Arthur, IL

Called to Order 9:00 AM

Roll Call – Rod R., Todd D., Christy M., Grant C.

New Business

1. Discussion concerning the hiring of summer help for the Public Works Department was led by Grant C. He advised the committee that it was his intention to hire 3 summer help employees. There was a total of 3 applicants for the positions. Brayden Borntreger, Caleb Corum, and Kody Kornewald. The committee intends to recommend the hire of all 3 for the summer of 2022 to the full board at the meeting on Monday, May 2, 2022 at the rate of \$13.00 per hour.

General Discussion

Christy M. led the general discussion with the recommendation to look at ways to promote employee recognitions, accomplishments, and acknowledgements. Acknowledging events such as anniversary dates, birthdays, and births of children were just a few of the things she listed that would make work feel more like a family atmosphere. Emphasizing on that being an employee of the Village of Arthur is more than just a job.

Grant C. discussed a few topics during general discussion as well. While he doesn't necessarily feel like the amounts have to be changed, he did say that the dollar amount of step increases should probably be reviewed. He presumes that those amounts have been unchanged for some time.

Another topic was dependent coverage on health insurance. Grant believes that while the board has done a tremendous job with wage increases recently that dependent health coverage could be a determining factor for new hires. Currently the Village pays 100% for the employee but 0% for dependents. The committee was presented with a recent study that showed what some other communities are offering for dependent coverage.

The final general discussion topic was compensatory time for the Public Works. Grant advises that compensatory time for the Public Works saves money, where an employee would take time off in lieu of being paid time and a half. There was a lengthy discussion of the topic in relation to the history of compensatory time for Village employees in all departments, as well as, the current regulations in place for compensatory time in the Police Department.

Adjourn 9:52 AM

Christina Miller  
Todd D.