

Village of San Jose
Closed Session Minutes
January 16, 2017

Employee Salary & Vacation Time

17. There was a discussion of what Joey Larmore's raise should be. Discussion included that he needs to prove himself since he has only been here for one year and he may or may not be able to handle a supervisory position. His raise can absolutely be contingent to some degree on his performance/review during the first 90 days.

The Recommendation was to take Larmore to \$12 an hour then at 90 days go to \$12.50 with explanation that there may not be a raise when the raises normally come out (May). He will also be given a cell phone allowance.

Skelton was not present due to family issues, he had sent Smith his suggestions via text prior to the meeting, which were to pay Ben McCormick \$200 to be on call as a consultant for Larmore and pay McCormick PRN pay of \$25 an hour when he comes to work for us, knowing that it would always be after hours and weekends. A discussion was had on this and it was rejected as is. B. McCormick was brought into the meeting to consult his desires on the matter. He told the board that he would negotiate. Allen told B. McCormick that she disagreed with Skelton suggestion because the Village's money is tight and she feels Larmore shouldn't need to call him a lot since he has been here for a year. Ben explained that there are so many variables to this job that there were many things that Joey may not have dealt with yet.

The recommendation was to give B. McCormick \$21 per hour @ PRN status up to 20 hours per month; anything over 20 hours needs to be approved by any board member. Also Ben should keep track of his phone calls and let the board know because they will compensate him in some way if needed. A reevaluation of this matter should be had in the February meeting. Allen asked Ben if he would keep track for a week or two of the calls and texts from Larmore and report to her.

Clerk's salary has already been discussed and decided on in a prior meeting. Stacy Coon will be given \$200 per month as a consultant and reevaluated at each meeting as to whether she is still needed by the present clerk or not.

18. Cupi – Lawyer Susan Bosich is not representing Cupi at this time because of the conflict of interest it creates. The letter that Cupi sent the lawyer was handed out for the board to read and retrieved. Discussion was had and the Recommendation was to let the lawyer take care of it. The board discussed that they did not want to reject or fight her unemployment.

Austin Johnson – McCormick reported that he checked with 4 departments and they don't pay their people to go to school. McCormick also reported that the Municipal League lawyers say that it is not necessary to do and that it is a grey area that each board decides, since we have

never paid in the past, we shouldn't need to now. If taken to court a judge would decide the outcome. Bosich said that Pekin Dept does pay for school and she believes we should, however her partner said that he believes we shouldn't have to. Discussion was had, recommendation was that we tell AJ that we aren't going to pay and he just needs to do whatever he needs to do and we will let our lawyer take care of it.

Names of resumes that we have received and on hand were read.

McCormick motioned we come out of closed session at 8:45 pm and Nolan seconded Motion passed, no nays