

CLOSED SESSION BOARD MEETING MINUTES

APRIL 21, 2014

Entered closed session at 10:00 pm by motion from Nolan and 2nd from Karker.

1. Clerk Coon passed out the worksheets that had been used to figure and determine the raises/salaries for the village employees for the 2014-2015 fiscal year during a previous closed session. Police Chairman Coon voiced concerns pertaining to the amount of raise that was being given to Sergeant Spickard due to recent performance issues noted by Spickard. Therefore a change was made to only reflect a \$0.50 raise to Spickard's current pay rate. Blackstock expressed an option of offering Chief Cupi a 2% raise with insurance coverage to be added at one year of service. After consideration it was decided to leave Chief Cupi at the pay adjustment agreed upon previously. There was discussion pertaining to the rate of pay that Water Superintendent Albers receives.

The following personnel were then invited into the closed session for review of employee evaluations and announcement of compensation change:

Woody Conrad- The employee evaluation revealed an outstanding overall performance with Karker explaining that the only concerns were over snow plowing. Conrad was asked to focus on the following things in the next year: 1.) See to it that all streets are plowed from curb to curb. 2.) Monitor B. McCormick's speed in which the plow truck is being driven during bad weather. 3.) Alert the appropriate trustee if any problems or concerns arise. 4.) Try to improve communications as a whole with the board. Conrad was then told that his new pay rate would be taken to \$14.56/hour with 40 hours of personal time allotted for the year.

Stacy Coon- The employee evaluation revealed an outstanding overall performance with no further comments given. Coon was then told that her new pay rate would be taken to \$13.00/ hour and \$75.00/ meeting with personal hours staying at 35 hours allotted per year.

Patti Shelley- The employee evaluation revealed an outstanding overall performance with no further comments given. Shelley's new pay rate will be taken to \$5625.88/year.

Ben McCormick- The employee evaluation revealed a meets expectation overall performance. The trustees asked Conrad to return to the session for clarification on the "meets expectation" to which Conrad reported that McCormick is a very good worker, doesn't hesitate to get involved in projects and is good on computers. Conrad reported to complaints in McCormick's work. McCormick was then told that his new pay rate would be taken to \$11.18/hour with 30 hours of personal time allotted for the year.

Maria Cupi- The employee evaluation revealed an outstanding overall performance with all trustees agreeing on such. Cupi was then told that her new pay rate would be taken to \$17.68/hour with 40 hours of personal time allotted for the year.

Bob Spickard- The employee evaluation revealed exceeds expectations on the overall performance. Spickard was asked to focus on and improve the following things in the next year: 1.) To be punctual when arriving to work. 2.) To set a good example for the young officers on the force. 3.) To make more frequent patrols around town per shift. 4.) To alert the proper officials if there is anything that can be done to help with improvement in any of the above mentioned areas. Smith noted that "family rivalries" in town seemed to be diminishing. It was also noted the improvement in overall attitude as well. Spickard voiced his appreciation over having a chief that would back him up and support him. Spickard was then told his new pay rate would be taken to \$13.89/hour with 15 hours of personal time allotted for the year.

Justin Kitts- The employee evaluation revealed exceeds expectations on the overall performance. Kitts was asked to make more frequent patrols per shift in the upcoming year. Kitts asked about possibly getting a vehicle capable of better traction during winter weather like a SUV. Kitts was then told his new pay rate would be taken to \$13.39/hour.

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Cody Godbey- The employee evaluation revealed exceeds expectations on the overall performance. Godbey was encouraged to keep up the good work seen so far during his employment. Godbey was then told that his current rate of pay would increase to \$13.00/hour after his ninety (90) day probationary period was completed, on or about June 30, 2014.

Jason Skelton- Jason was not present for inclusion in the session; however, Cupi reported that Skelton will be began in training closer to summer after a discussion was had pertaining to his intentions towards remaining in the area upon completion of the academy. Cupi reported that Skelton has not been available for any ride along or training shifts to date.

Recommendation: The board recommends that all salary and benefits be approved as decided.

2. The board reviewed the closed session minutes from the March 17, 2014 closed session.

Recommendation:

The board recommends approving closed session minutes from the March 17, 2014 closed session.

3. The board reviewed the following closed session minutes and recommended the following:

2-21-12: remain close; 4-12-12: remain closed; 5-21-12: remain closed; 9-25-12: remain closed; 5-20-13: remain closed; 6-17-13: remain closed; 6-24-13: allow to be opened; 9-24-13: remain closed; 10-10-13: allow to be opened and 10-21-13: remain to be opened.

4. The eventual sale price for the land on Main street west of Casey's was discussed. Blackstock voiced her concerns over making sure that the drainage issues on the land are the responsibility of the buyer and that any perspective buyer be made aware of this issue prior to any sale of the land. There was discussion pertaining to the amount to be asked for the land once the quit claim deed in filed.

Recommendation:

The board recommends offering the property located west of Casey's on US Route 136 to any perspective buyer for the amount of \$3,000.00 with the allowance for consideration of any counter offers that may be received.

Nolan made motion to return to open session at 11:35 pm with 2nd from Karker. With no further business needing confidential treatment, the board ended the closed session entering back into open session.