

Village of San Jose
Executive Session Minutes
April 20, 2015

Entered into closed session by motion from Coon who made the motion to enter into executive session at 9:15 pm per 5ILCS 120/2 (c) (5) to review salaries and wages for the 2015-2016 fiscal year and to discuss employment matters with 2nd from Smith

The discussions were started by Chief Cupi reviewing a packet of information containing a wage comparison review, a wage proposal including possible general citation revenue, a potential schedule showing the current staffing versus additional staffing, a proposal for hiring Adam Anderson as a full time officer, a break-down of 2011 to current year revenue generated by police department, a salary conversion, break down of citations written in 2014 which averaged thirty-four (34) a month average, and a wage comparison sheet. Cupi discussed the benefits of Anderson working full time for San Jose and expressed her interest in Alex Hill possible working the twenty-four (24) hours of part-time work needed in the schedule. Cupi announced that Officer Merritt would no longer be employed by San Jose as of the end of April.

Smith voiced concerns over officer “burn-out” and the budget which started a further discussion over the budget. Cupi explained that she would search for possible grant money that may be available for applying to employ officers. Cupi then left the executive session.

The pros and cons of the proposal brought by Cupi were reviewed with reasons that the department is struggling also listed. The lack of currently offering competitive wages was stated as possible one of the biggest problems coupled with the current attitude of a group of citizens that have been vocal on social media.

Recommendation: The board decided to recommend hiring Adam Anderson as a full-time police officer and then adding a part-time officer down the road as outlined by Chief Cupi’s proposal.

The wage/salary review worksheet was reviewed by the board. Each individual person on the worksheet was discussed. There were in-depth conversations pertaining to the wage and benefits allotted for all village personnel with determinations made on a person by person basis.

Following is the final recommendation of the board for wage and salaries for the 2015-2016 fiscal year:

Attorney Luke Taylor: no change, set by attorney

Inspectors Bob Albers and Paul Maaks: no change

Police Officer Adam Anderson: as recommended in this executive session: \$15.50/hour with no other benefits

Mary Conrad, cleaning,: no change

Zoning Board Chairman and trustees: no change

Elwood Conrad: hourly wage and personal hours stay the same: 4 paid holidays (4th of July, Thanksgiving, Christmas and New Years Day) will be given.

Ben McCormick: 12.50/hour with 40 hours of personal time and the 4 above mentioned paid holidays

Justin Severns (PRN): 40.00/mosquito spraying and 10.50/hour for all other tasks

Kim Albers: 14.35/hour and 365.00 for sampling

Stacy Coon: 13.13/hour, 75.00/meeting, personal hours stay the same and 4 above mentioned paid holidays

Patricia Shelley: 5738.40/year salary

Chief Cupi: \$20.00/hour with personal time and insurance remaining the same

There was discussion pertaining to evaluations available for Kim Albers position possibly through the IRWA.

Blackstock cautioned all board members about lending an ear to rumors generated throughout the village.

Exited executive session at 10:40 pm