

Village of San Jose
Executive Session Minutes
May 11, 2015

Entered into closed session by motion from Tibbs who made the motion to enter into executive session at 8:25 pm per 5ILCS 120/2 (c) (5) to discuss employee salary with 2nd from Nolan.

Tibbs explained to the board that Water Superintendent Albers had requested to receive thirty-five (35) hours per year for vacation pay to be added onto his current wage amounts. This number of hours was decided to be approximately what Albers would work in fourteen days of normal working. There was a general discussion about Albers' dedication for over thirty years with the village and that Severns could potentially cover any hours vacated by Albers while on vacation.

Smith expressed concerns with Albers not currently utilizing the time clock for accountability of his hours worked daily. This led to a discussion about what time clock should be used and other particulars involved with Albers' sporadic hours of operation. Smith suggested that Illinois Rural Water Association be contacted to give an evaluation on Albers' performance in his capacity of Water Superintendent compared to others with the same job descriptions.

There were options discussed regarding Albers' possibly receiving a salary versus the hourly wage he is currently receiving. Tibbs is to discuss this possibility with Albers and report back to the board with his findings.

Recommendation:

Tibbs is to talk with Albers about the way in which he is paid before the June 2015 regular board meeting. Give Albers thirty-five (35) hours of vacation at his hourly rate and if it is decided to place Albers on salary then allow him fourteen days of vacation.

Exited closed session at 8:40 pm due to no further discussions needed pertaining to private matters.