

Personnel and Finance

Date: 11-1-2022

Time: 6:00pm

Members Present: Daniel Angel (Councilman and Chair), Carol Bailey (Mayor), and Robert Schacht (BPA)

Guest: Sue Rahe (Council President) and Landry Sheets (Sewer Superintendent), E

Topics:

1. Landry Sheets

- a. Councilman Angel reminded the Committee that no changes would be made to the current policy on comp-time and overtime for the coming year.
- b. Sheets gave a history of the leadership requirements for the sewer plant.
- c. Sheets stated he would prefer more communication about changes to Village policy in the future. Especially changes that offset pay. He feels that changes are made without any input from the BPA employees.
- d. Councilman Angel stated that the BPA employee input should come to the Committee through the BPA representative who sits on the Committee. However, every employee is welcomed to attend all meetings and their input is welcomed.
- e. Mayor Bailey stated she will do her best to ensure that all employees are made aware of information that may impact them moving forward.
- f. Sheets shared his thoughts on what constitute a fair wage, fair health insurance exceptions, and seniority. He also pointed out that no BPA employee is paid to be on call even though they are on call 24/7.

2. Executive Session

- a. Councilman Angel motion to go into executive session concerning potential employee discipline at 6:45pm. Mayor Bailey seconded.
- b. Exited executive session at 6:50

- c. Certain employees have been using village equipment for personal use without proper permission.
 - d. The Committee will investigate if employees are aware such action is in violation of Village policy.
3. Handbook
- a. The Committee moved to send the update version of the handbook to Council for their approval.

Adjourned at 6:55pm