

Employee Concerns Minutes

January 7, 2016

The meeting was called to order by Chairwoman Judy Smith at 3:30 p.m. on January 7, 2016 at Carlyle City Hall. Members present included Judy Smith, Jeremy Weh, and Kent Newkirk. Others present included Jo Hollenkamp, Mayor Burton, Andy Wennerstrom, Joe Behrmann, Union Rep James Shovin, and Commissioner John D. Miller from Federal Mediation and Conciliation Services, 12140 Woodcrest Executive Drive, Suite 325, St. Louis, Missouri 63141, 1-314-205-2005.

Jeremy Weh made a motion to approve the minutes from the December 9, 2015 minutes and Kent Newkirk seconded that motion. After a voice vote was taken, all were found in favor.

There was no Old Business.

There was no New Business.

There were no Public Comments.

Jeremy Weh made a motion to go into Executive Session and Kent Newkirk seconded that motion. After a voice vote, all were found in favor.

We returned to Open Session.

We thanked John Miller for assisting in Mediation.

Kent Newkirk makes a motion to adjourn and Judy Smith seconds that motion. After a voice vote, all were found in favor.

Respectfully submitted,
Judy Smith

Chairman of Employee Concerns and Negotiations

Employee Concerns Minutes

January 13, 2016

The meeting was called to order by Chairwoman Judy Smith on Wednesday, January 13, 2016 at 4 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Derek Spanton, Doris Elling, JoAnn Hollenkamp, Mayor Mike Burton, and Martha Reinkensmeyer.

After reviewing the minutes from the January 7, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

The fourth item on the agenda was to enter executive session to discuss personnel. Kent Newkirk made a motion to enter into executive session. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

The fifth item on the agenda was to vote on any action taken during executive session. Judy Smith made a motion to recommend to Council to hire Jeff Miller as the Parks Department Maintenance Supervisor and to recommend that Zane Reckling receive \$12 per hour. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Jeremy Weh made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting was adjourned at 5 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

February 8, 2016

The meeting was called to order by Chairwoman Judy Smith on Monday, February 8, 2016 at 5:30 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Jason Edwards, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the January 13, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

There was no old business.

The second item on the agenda was new business. JoAnn stated that she has the results of the employee performance evaluations. According to the results, 70 to 80 percent of the employees want more training. Also, the results showed that supervisors believed their employees to be short on expressing ideas in written form and new technology skills. The average score of all the employees was 90 percent. JoAnn stated that there was one supervisor who scored very tough. JoAnn asked that supervisor to look over the scores again. JoAnn added that Judy and Mike did her evaluation and that the department heads did self-evaluations. Judy stated that she was pleased that the employees want more training. JoAnn said that she felt that the evaluations went over well.

There were no any other comments.

There were no public comments.

The fifth item on the agenda was review for approval the union contract for Water and Sewer. Under the new contract, employees will have the option to sell back up to 40 hours of vacation time and an employee filling in as temporary foreman will receive an additional \$3 after 10 days. The contract also proposed a pay raise for employees and pay scale for new employees. See the chart below. After reviewing the contract, Judy Smith made a motion to send this contract to Council for approval. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

Pay Raise		New Employee Pay Scale	
First year	.50% plus \$.50	First year	80 % of salary
Second year	1 %	Second year	90% of salary
Third year	1 %	Third year	Full salary

The sixth item on the agenda was park maintenance wages. JoAnn stated that during the previous Employee Concerns Committee meeting, it was decided to raise Zane Reckling's salary from \$8.25 per hour to \$12 per hour just like Wilson Brown and Elijah Isaak. However, after the meeting it was decided that this could not occur because Zane's job title is not the same as Wilson or Elijah. It was decided to raise his salary to \$10 per hour. Derek then questioned this because he was afraid this would cause a problem with the other employees. JoAnn stated that Derek is creating a pay schedule and that this conversation is still taking place.

There was no executive session.

With no further business to discuss, Judy Smith made a motion to adjourn. Jeremy seconded the motion. With all in favor, the meeting was adjourned at 5:42 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

March 7, 2016

The meeting was called to order by Chairwoman Judy Smith on Monday, March 7, 2016 at 9 a.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Jim Shovelin, Larry Peppenhorst, Danny Brammeier, Ryan Drake, JoAnn Hollenkamp, Rita Jurgensmeyer, and Martha Reinkensmeyer.

After reviewing the minutes from the February 8, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no any other comments.

There were no public comments.

The fifth item on the agenda was executive session with the purpose to discuss personnel. Kent Newkirk made a motion to enter into executive session. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on any action taken during executive session. Jeremy Weh made a motion to recommend to Council the Street and Alley contract for approval. Under this new contract, employees will have the option to sell back up to 80 hours of vacation time and an employee filling in as temporary foreman will receive an additional \$3 after 10 days. The contract also proposes a pay raise for employees and a pay scale for new employees. See the chart below. Judy Smith seconded the motion.

Pay Raise		New Employee Pay Scale	
First year	.50% plus \$.50 and an additional \$.10 for Larry Peppenhorst	First year	80% of salary
Second year	1.5 %	Second year	90% of salary
Third year	1.5%	Third year	Full salary

With no further business to discuss, Jeremy Weh made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting was adjourned at 9:36 a.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

March 14, 2016

The meeting was called to order by Chairwoman Judy Smith on Monday, March 14, 2016 at 5:45 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Don Perez, Derek Spanton, Gene Van Dorn, Lisa Spaulding, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the March 7, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The first item on the agenda was park hires. After reviewing the list of park hires, Judy Smith made a motion to recommend the list to Council to be hired. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

Proposed 2016 Park Hires - Revised

Maintenance

Austin Cohoon
Colton Reckling
Eli Cox
Garrison Cohoon
Justin Kern
Ricky Huge
Shelly Huels
Zane Reckling

Lifeguards

Alyssa Deiters
Andrew Becker
Ashlen Cohoon
Ashton Brant
Austin Cohoon
Autumn Walker
Collin Holthaus
Hazel Huels
Kayli Brandt
Lissa Speiser
Marlie Mollett
Molly Isaak
Nathanael Husmann
Saegan Phillips
Shelly Huels

Concessions

Alex Becker
Alyssa Deiters
Arionna Perkins
Autumn Walker
Blake Essington
Brianna Hamilton
Christina Mioux
Colby Lowe
Connor Toennies
Hazel Huels
Kaylee Hempen
Shelly Huels
Taylor Foster

Umpire/Ref

Autumn Walker
Baker Firebaugh
Benjamin Schatz
Blake Essington
Blake Holthaus
Brianna Hamilton
Caleb Darr
Colby Lowe
Collin Szczeblewski
Colton Reckling
Connor Toennies
Dru Johnson
Kaylee Hempen
Nicholas Becker
Saegan Phillips
Shelly Huels
Zane Reckling
Josh Guthrie
Tyler Guthrie

There was no old business.

There was no new business.

The fourth item on the agenda was any other comments. JoAnn stated that she had received the link to the arbitration to select an arbitrator. She also added that Steve Lappe had filed an appeal with

unemployment. The judge had ruled in the City's favor, but now a panel of five to six people will be reviewing the judge's decision.
There were no public comments.

With no further business to discuss, Jeremy Weh made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting adjourned at 5:47 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

April 4, 2016

The meeting was called to order by Chairwoman Judy Smith on Monday, April 4, 2016 at 9 a.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Edison Smith, Kevin Rolfingsmeyer, Todd Beavers, John Hodapp, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the March 14, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no any other comments.

There were no public comments.

The fifth item on the agenda was executive session to discuss personnel. Jeremy Weh made a motion to enter executive session. Kent Newkirk seconded the motion. With all in favor, the Committee entered executive session.

The sixth item on the agenda was vote on any action taken during executive session. There was no action taken during executive session, so no motions were made.

With no further business to discuss, Jeremy Weh made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting adjourned at 9:43 a.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

April 25, 2016

The meeting was called to order by Chairman Judy Smith on Monday, April 25, 2016 at 5 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Nicole Weh, Derek Spanton, Jason Edwards, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the April 4, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no any other comments.

There were no public comments.

The fifth item on the agenda was executive session to discuss personnel. Jeremy Weh made a motion to enter into executive session. Kent Newkirk seconded the motion. With all in favor, the Committee entered into executive session.

The sixth item on the agenda was to vote on any action taken during executive session. Judy Smith made a motion to recommend to Council to hire Nicole Weh as Pool Manager for the 2016 summer season. Kent Newkirk seconded the motion. After a voice vote, the majority was found in favor. Jeremy Weh abstained from the vote. Judy Smith made a motion to recommend to Council that Jeff Miller be made temporary Park Director at a rate of \$19 per hour. He will also have the option to apply for the park director position. Jeremy Weh seconded the motion. After a voice vote, all were found in favor. Judy Smith made a motion to recommend to Council on May 9, 2016 that Elijah Isaak have his hours increased to allow him to be put into IMRF, but that his hours be less than approximately 1,560 to prevent having to provide him health insurance. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Kent Newkirk made a motion to adjourn. Jeremy Weh seconded the motion. With all in favor, the meeting was adjourned at 5:37 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

May 4, 2016

The meeting was called to order on Wednesday, May 4, 2016 at 7:30 p.m. at Case Halstead Library. Committee members present included Judy Smith and Jeremy Weh. Kent Newkirk was absent. Library Board members present included Barb Guebert, Kim Stamps, Jane Bullock, and Michelle Scott. Mayor Burton was also present.

The April 25, 2016 minutes were not approved at this time.

There was no old business.

There was no new business.

There were no any other comments.

There were no public comments.

The fifth item on the agenda was executive session to discuss personnel. The Committee did not enter into executive session to discuss personnel. It remained in open session. The Library Committee shared with the Employee Concerns Committee that it has narrowed its search for a new librarian to one individual. His name is Jerome Keith Housewright. After conducting Google interviews via Google Hang Outs, the search was narrowed from four to two candidates. The final two candidates were invited for in-person interviews with the Library Board. After going over his resumé with the Library Board members, the Employee Concerns Committee agreed that the Board had picked the right person to be the next librarian. Mayor Burton stated that he would contact Joe Heiligenstein to make sure the proper hiring protocol is followed. He pledged to let Barb Guebert know what he found out from the attorney by the afternoon of Thursday, May 5, 2016. Jeremy Weh made a motion to approve Jerome Keith Housewright's hiring as the new librarian and to recommend his name to Council for hire barring anything negative coming back in his background check. Judy Smith seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on any action taken during executive session. The Committee did not enter into executive session. See the paragraph above for action taken.

With no further business to discuss, Jeremy Weh made a motion to adjourn. Judy Smith seconded the motion. With all in favor, the meeting was adjourned.

Respectfully submitted,
Judy Smith, Chairman of Employee Concerns

Edited by Martha Reinkensmeyer

Employee Concerns Minutes

May 9, 2016

The meeting was called to order by Chairman Judy Smith on Monday, May 9, 2016 at 5:15 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Nicole Weh, Jeff Miller, Jason Edwards, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the April 25, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

After reviewing the minutes from the May 4, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

The fourth item on the agenda was Temporary Park Director Jeff Miller to discuss umpires. Judy stated that it has been discovered that when traveling to other towns in the Mid-County League, Carlyle will have to provide one umpire for games for teams third grade and older. She added that research has been done and it has been learned that many towns leave it up to the coach to find umpires for games. The City's auditors suggested seeing how much money each coach will need to have for umpires for the season and cut them checks to pay for the umpires. Breese, Aviston, and New Baden handle umpires this way, also. Jeff Miller stated that he hopes to schedule a coach's meeting this week once the Council decides how it wants to handle the umpire situation to apprise them of the situation. Jeremy Weh made a motion to leave finding umpires for away games up to coaches. The coaches will be cut a check by the City at the beginning of the season for all the umpires that will be needed. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The fifth item on the agenda was Pool Manager Nicole Weh to discuss the lifeguard ad. Nicole stated that originally she had 13 lifeguards; however, she hasn't been able to reach one, a second lifeguard is no longer able to work, and a third lifeguard can only work very limited hours. Most likely she will only have 11 lifeguards that she will be able to schedule. Nicole said that she would like to have about 15 lifeguards that she knows can work regularly. Nicole stated that she would also like to have more concession stand workers. Judy Smith made a motion to request that Council allow an ad for four more lifeguards and six more concession stand workers. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The sixth item was executive session to discuss personnel. Judy Smith made a motion to enter into executive session. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

The seventh item on the agenda was to vote on any action taken during executive session. Judy Smith made a motion to place on the May 23, 2016 City Council agenda the hiring of George Caleb Shoots as the electric department intern for the summer of 2016 at minimum wage and he is not to exceed 1,000 hours. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

There were no any other comments.

With no further business to discuss, Judy Smith made a motion to adjourn. Jeremy Weh seconded the motion. With all in favor the meeting was adjourned at 5:36 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

May 26, 2016

The meeting was called to order by Chairman Judy Smith on Thursday, May 26, 2016 at 7 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Doris Elling, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the May 9, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Jeremy Weh made a motion to enter into executive session. Kent Newkirk seconded the motion. With all in favor, the Committee entered into executive session.

The sixth item on the agenda was to vote on executive session item(s). Judy Smith made a motion to recommend to Council that Andrew Brackett be hired as the new park director. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Jeremy Weh made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting was adjourned at 8:51 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

June 27, 2016

The meeting was called to order by Chairman Judy Smith on Monday, June 27, 2016 at 5 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Bill Schmaltz, Jason Edwards, Mayor Mike Burton, Rita Jurgensmeyer, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the May 26, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The first item on the agenda was permission to advertise for an apprentice lineman. JoAnn stated that the Electric Department is aging and that it would be better to hire an apprentice lineman now instead of waiting until employees begin to retire. JoAnn added that it takes four years to be trained as a lineman. Jeremy Weh made a motion to advertise for an apprentice lineman. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The second item on the agenda was insurance. JoAnn stated that it is time to renew the health insurance that the City offers its employees. She said that the plan that the City currently offers is no longer available as an option. Bill Schmaltz from Einstein Health Insurance Solutions presented several options to the Committee. After reviewing the options, Jeremy made a motion to recommend to Council that employees be allowed to choose between UHC (OX8) Open Access Choice Plus and UHC (OXK) Open Access Choice Plus. Judy Smith seconded the motion. Aye – Jeremy Weh and Judy Smith. Kent Newkirk abstained. See the table on the next page.

There was no old business.

There was no new business.

There were no public comments.

There were no any other comments.

With no further business to discuss, Jeremy Weh made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting was adjourned at 5:32 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Plan Design	Current Plan	Option One	Option Two
	Coventry/Aetna	UHC (OX8) Open Access Choice Plus	UHC (OXK) Open Access Choice Plus
Annual Plan Deductible			
Per Employee	\$500	\$500	\$2,500
Per Family	\$1,000	\$1,000	\$5,000
OOP In Network Max Cost			
Per Employee	\$2,000	\$6,250	\$6,250
Per Family	\$4,000	\$12,500	\$12,500
Coinsurance (In/Out)	100%/80%	100%/70%	80%/50%
Copays			
Preventative Services	100%	100%	100%
Physician Office Visit	\$25	\$25	Deduct then 80%
Specialist Office Visit	\$50	\$75	Deduct then 80%
Urgent Care	\$75	\$100	Deduct then 80%
Emergency Room	\$250	\$300	Deduct then 80%
Pharmacy			
Generic	\$8	\$10	Deduct then 80%
Preferred Brand	\$30	\$30	Deduct then 80%
Non-Preferred Brand	\$55	\$50	Deduct then 80%
Specialty (A)	\$150	\$50	Deduct then 80%
Specialty (B)	\$300	\$50	Deduct then 80%
Network	Coventry	UHC- Choice Plus	UHC-Choice Plus
Monthly Cost			
Employee Only	\$438.63	\$552.43	\$405.75
Employee + Spouse	\$964.99	\$1,215.35	\$892.65
Employee + Child(ren)	\$855.34	\$1,077.25	\$791.22
Family	\$1,250.10	\$1,574.43	\$1,156.39
Actual Monthly Premium	\$16,317.06	\$20,550.42	\$15,093.91
Percentage Difference		25.94%	-8.10%

Employee Concerns Minutes

August 15, 2016

The meeting was called to order by Chairman Judy Smith at 3 p.m. on Monday, August 15, 2016 at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included JoAnn Hollenkamp, Mayor Mike Burton, Scott Diekemper, and John Hodapp.

After reviewing the minutes from the June 27, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Judy Smith seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Judy Smith made a motion to enter executive session. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on any executive session item(s). Kent Newkirk made a motion that the Employee Concerns Committee recommend Caleb Lusch to Council for hire as an apprentice lineman. Judy Smith seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Judy Smith made a motion to adjourn. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

Respectfully submitted,
Judy Smith
Chairman of Employee of Concerns and Negotiations

Edited by Martha Reinkensmeyer

Employee Concerns Minutes

August 29, 2016

The meeting was called to order by Kent Newkirk on Monday, August 29, 2016 at 4 p.m. at Carlyle City Hall. Committee members present included Kent Newkirk and Jeremy Weh. Judy Smith recused herself. Others present included Andy Wennerstrom, Jeff Taylor, Don Perez, Mayor Mike Burton, and JoAnn Hollenkamp.

After reviewing the minutes from the August 15, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

The first item on the agenda was old business. It was decided to ask Baker Firebaugh to work nights at the Water Department and to run an ad for a new intern.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Kent Newkirk made a motion to enter into executive session. Jeff Taylor seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was vote on executive session item(s). Jeff Taylor made a motion to recommend Cody Smith for hire to Council for the water position. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Kent Newkirk made a motion to adjourn. Jeff Taylor seconded the motion. With all in favor, the meeting was adjourned.

Respectfully submitted,
JoAnn Hollenkamp

Edited by Martha Reinkensmeyer

Employee Concerns Minutes

September 8, 2016

The meeting was called to order by Chairman Judy Smith on Thursday, September 8, 2016 at 5 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Doris Elling, Andy Brackett, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the August 29, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The first item on the agenda was old business. Judy Smith gave the Committee an update on the City Park Bathroom.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Jeremy Weh made a motion to enter into executive session. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on executive session item(s). Jeremy Weh made a motion to recommend to Council a \$1.50 per hour raise for Jeff Miller. Kent Newkirk seconded the motion. After a voice vote, all were found in favor. Judy Smith made a motion to recommend that Council offer Nicole Weh an \$8,000 stipend to return as pool manager for the summer of 2017. Kent Newkirk seconded the motion. After a voice vote, all were found in favor. Jeremy Weh abstained.

With no further business to discuss, Kent Newkirk made a motion to adjourn. Jeremy Weh seconded the motion. With all in favor, the meeting was adjourned at 5:12 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

October 10, 2016

The meeting was called to order by Chairman Judy Smith on Monday, October 10, 2016 at 5:30 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Richard Gerrish, Doris Elling, Andy Brackett, Don Perez, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the September 8, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

The fourth item on the agenda was any other comments. Kent Newkirk stated that the City Parks have never looked better and that the new trees at the Fish Hatchery look nice. Judy commented on how nice the covered bridge looks.

The fifth item on the agenda was executive session to discuss personnel. Judy Smith made a motion to enter into executive session. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on executive session item(s). Jeremy Weh made a motion to recommend to Council to hire Richard Gerrish for a part-time maintenance worker for the Parks Department at \$10 per hour. Judy Smith seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Judy Smith made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting was adjourned at 5:46 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

October 24, 2016

The meeting was called to order by Chairman Judy Smith on Monday, October 24, 2016 at 5:30 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Tom Schubert, Jason Edwards, Don Perez, Doris Elling, Andy Brackett, Mayor Mike Burton, and Martha Reinkensmeyer.

After reviewing the minutes from the October 10, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

The first item on the agenda was old business. Kent Newkirk asked Andy how the new employee was doing. Andy stated that he was doing a great job.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Judy Smith made a motion to enter into executive session. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on executive session item(s). Judy Smith made a motion to recommend to Council to hire Tom Schubert as a part-time maintenance worker for the Parks Department at \$10 per hour. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Judy Smith made a motion to adjourn. Jeremy Weh seconded the motion. With all in favor, the meeting was adjourned at 5:45 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

November 14, 2016

The meeting was called to order by Chairman Judy Smith on Monday, November 15, 2016 at 5 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Andy Brackett, Don Perez, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the October 24, 2016 meeting, Jeremy Weh made a motion to approve the minutes. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Judy Smith made a motion to enter into executive session. Kent Newkirk seconded the motion. With all in favor, the Committee entered into executive session.

The sixth item on the agenda was to vote on executive session item(s). Jeremy Weh made a motion to advertise for lifeguards for the 2017 pool season. Judy Smith seconded the motion. After a voice vote, all were found in favor. Jeremy Weh made a motion to raise Zane Reckling's salary from \$8.75 per hour to \$10 per hour. Kent Newkirk seconded the motion. After a voice vote, all were found in favor. Judy Smith made a motion to increase Wilson Brown's salary from \$12 per hour to \$13 per hour. Kent Newkirk seconded the motion. After a voice vote, all were found in favor. Judy Smith made a motion to recommend to Council to hire Tyler Brown at \$8.25 per hour and not to exceed 1,000 hours. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

Judy Smith made a motion to adjourn and Jeremy Weh seconded the motion. However, it was decided to re-enter executive session. Judy Smith made a motion to re-enter executive session. Jeremy Weh seconded a motion. With all in favor, the Committee re-entered executive session.

After coming out of executive session, Judy Smith made a motion to adjourn. Kent Newkirk seconded the motion. With all in favor, the meeting was adjourned at 5:37 p.m.

Respectfully submitted,
Martha Reinkensmeyer

Employee Concerns Minutes

November 28, 2016

The meeting was called to order by Chairman Judy Smith on Monday, November 28, 2016 at 5 p.m. at Carlyle City Hall. Committee members present included Judy Smith, Kent Newkirk, and Jeremy Weh. Others present included Andy Wennerstrom, Joe Behrman, Mayor Mike Burton, JoAnn Hollenkamp, and Martha Reinkensmeyer.

After reviewing the minutes from the November 14, 2016 meeting, Kent Newkirk made a motion to approve the minutes. Jeremy Weh seconded the motion. After a voice vote, all were found in favor.

There was no old business.

There was no new business.

There were no public comments.

There were no any other comments.

The fifth item on the agenda was executive session to discuss personnel. Judy Smith made a motion to enter executive session. Kent Newkirk seconded the motion. After a voice vote, all were found in favor.

The sixth item on the agenda was to vote on executive session item(s). Judy Smith made a motion to post for ten days the Maintenance Worker II positions in Water/Sewer and Street/Alley. Both positions will then be publicly advertised if they are not filled internally. Kent Newkirk seconded the motion. After a voice vote, all were found in favor. Jeremy Weh then made a motion to recommend Joe Behrman as Outdoor Foreman for Water/Sewer. Judy Smith seconded the motion. After a voice vote, all were found in favor.

With no further business to discuss, Kent Newkirk made a motion to adjourn. Jeremy Weh seconded the motion. With all in favor, the meeting was adjourned at 5:14 p.m.

Respectfully submitted,
Martha Reinkensmeyer