

**AGENDA
CITY OF SALEM
REGULAR CITY COUNCIL MEETING
JANUARY 7, 2019 – 6:00 PM**

- I. Call to Order**
- II. Prayer and Pledge of Allegiance**
- III. Presentation of Petitions/Public Comments**
- IV. Mayor’s Report and Presentations**

- V. City Council Action**
 - 1. Consent Agenda
 - a. City Council Minutes - 12/17/2018
 - 2. Approval of Amendment to FOP Agreement Related to Lateral Transfers
 - 3. Approval of Contract Extension with Metro Ag for Sludge Removal

- VI. City Manager Report**
- VII. City Attorney Report**
- VIII. Finance Director Report**
- IX. City Council Report**

- X. Executive Session**
 - 1. 5 ILCS 120/2(c)(21) – Semi Annual Review of Minutes
 - 2. 5 ILCS 120/2 (c)(1) - Personnel

- XI. City Council Action**
 - 4. Approval of Resolution 2019-01 – Keep Closed Minutes Closed

- XII. Adjournment**

Bill Gruen

**MINUTES
CITY OF SALEM
REGULAR CITY COUNCIL MEETING
January 7, 2019**

I. CALL TO ORDER

The regular January 7, 2019 meeting of the City Council was convened at 6:00 p.m. and called to order by Mayor Rex Barbee.

Council members present:

Councilman Jim Koehler
Councilman Nicolas Farley
Councilman Craig Morton (*Arrived immediately after roll call at 6:01 pm*)
Councilwoman Sue Morgan
Mayor Rex Barbee

Council member absent: None.

Others present:

City Manager Bill Gruen	Finance Director Keli Barrow
City Clerk Bev Quinn	Chief of Police Sean Reynolds
Public Works Director John Pruden	Deputy Chief Susan Miller
Asst. Public Works Director Annette Brushwitz	Economic Dev. Dir. Jeanne Gustafson
Members of the Media and Public	

II. PRAYER AND PLEDGE OF ALLEGIANCE

Opening prayer was offered by Councilwoman Morgan, followed by the Pledge of Allegiance to the Flag.

III. PRESENTATION OF PETITIONS/PUBLIC COMMENTS – None.

IV. MAYOR’S REPORT AND PRESENTATIONS

Mayor Barbee wished everyone a Happy New Year.

Councilman Morton arrived at 6:01 pm.

V. CITY COUNCIL ACTION

- 1. Consent Agenda**
 - a. Approval of Minutes – December 17, 2018**

Motion was made by Councilman Farley and seconded by Councilwoman Morgan to approve the City Council minutes of December 17, 2018 as presented. Roll call vote: AYES: Councilman Farley, Councilman Morton, Councilwoman Morgan, Councilman Koehler, Mayor Barbee. NAYS: None. Motion carried.

2. Approval of Amendment to FOP Agreement Related to Lateral Transfers

City Manager Gruen indicated the current FOP contract does not provide for lateral transfers. Gruen indicated he is requesting that City Council authorize him to execute a contract amendment to the FOP agreement that would allow an experienced, Illinois-certified officer to immediately jump to the Class 1/Second Year pay scale. That wage is now \$24.56 and jumps to \$25.23 in FY20. The purpose is to encourage experienced officers to consider employment with Salem (the Police Board has recently selected an officer with seven years' experience for a new appointment). Gruen indicated that the first year of employment for a Salem officer is "off contract" in terms of wages. The Chief sets the wage for these officers, and is currently using \$20.50, but this could change.

General terms of the amendment will be:

- i. An officer with at least three years' experience as an Illinois certified police officer will jump to Second Year.
- II. Despite the jump, the person holding the position would still be low end of seniority (would not have higher seniority than an officer hired first, but still on "off contract" wage.)
- iii. Probation year would still apply.

Gruen added that this issue is important now because we have a locally-experienced candidate looking to make the jump to the Salem PD that he'd like to start at Year 2. On a more hypothetical level, currently there are long waits to get green candidates into an Illinois police academy. Gruen added that we couldn't get a brand new candidate into the academy until September 2019. Making this change makes it possible to attract experienced officers who are able to start work immediately, thereby potentially saving on overtime if we had to wait several months to be back at full force.

City Manager Gruen indicated the City had a similar issue arise that led to an amendment to our Operating Engineers contract, wherein the City Council approved a permanent compression of the step wage scale for new employees for whom that contract governs terms of employment. The City Council approved that change on February 6, 2017. This matter would have arisen even if SRO were not under consideration.

Mr. Gruen indicated he has spoken with the FOP representative for our local bargaining unit, and he and the representative are on the same page with the general terms mentioned above. They have lateral transfer language they've used successfully elsewhere they'd like to share with the City that generally meets the terms noted above. Gruen indicated he is requesting approval to execute an FOP contract amendment that meets the policy objectives above.

Motion was made by Councilwoman Morgan and seconded by Councilman Koehler to authorize the City Manager to execute an FOP contract amendment that would meet the objectives outlined above. Roll call vote: AYES: Councilman Morton, Councilwoman Morgan, Councilman Koehler, Councilman Farley, Mayor Barbee. NAYS: None. Motion carried.

3. Approval of Contract Extension with Metro-Ag for Sludge Removal

City Manager Gruen indicated Metro Ag removes a semi liquid sludge which is a final byproduct of our wastewater treatment process. Pursuant to their contract, which expires December 31, 2018, Metro-Ag's cost is \$0.040 cents per gallon (*\$0.036 cents per gallon previously*). With their new contract, Metro Ag seeks a cost of \$0.043 cents per gallon. Their service includes removal and land application of the City's sludge, so that after it's gone from Salem, we don't worry about it anymore. The volume of sludge varies every year, and City personnel do what they can to limit the volume produced at the plant. Gruen added that staff is unaware of any other provider of this service, and believe Metro Ag is the only such contractor who exists in Southern Illinois. Public Works Director Pruden added that we have contracted this service with Metro-Ag for more than 20 years, and they do a good job. Pruden added that as the WTP operators do more and more to reduce the amount of sludge generated, it is plausible that the costs will go down. Costs have currently reduced from \$60-70,000 to \$45-50,000 per year. ***Motion was made by Councilman Koehler and seconded by Councilwoman Morton to approve extension of the sludge hauling contract with Metro-Ag at \$.043 cents per gallon. Roll call vote: AYES: Councilwoman Morgan, Councilman Koehler, Councilman Farley, Councilman Morton, Mayor Barbee. NAYS: None. Motion carried.***

VI. CITY MANAGERS REPORT

City Manager Gruen indicated he will be happy to meet with City Council members individually to answer any questions they may have or to further discuss the subject of SROs, so that this can be placed on the January 21st agenda for action.

VII. CITY ATTORNEY'S REPORT – Not present.

VIII. FINANCE DIRECTOR'S REPORT – None.

IX. CITY COUNCIL REPORT - None.

X. EXECUTIVE SESSION

1. 5ILCS 120/2(c)(21) – Semi Annual Review of Minutes
2. 5ILCS 120/2(c)(1) – Personnel

Motion was made by Councilman Farley and seconded by Councilman Koehler to enter into Executive Session at 6:25 pm. for the purpose of discussing closed session minutes and personnel. Roll call vote: AYES: Councilman Koehler, Councilman Farley, Councilman Morton, Councilwoman Morgan, Mayor Barbee. NAYS: None. Motion carried. Mayor Barbee indicated the session would begin after a 10 minute break.

Return to open session at 7.55 pm

XI. CITY COUNCIL ACTION

4. Approval of Resolution 2019-01 – Keeping Closed Session Minutes Closed

Motion was made by Councilwoman Morgan and seconded by Councilman Morton to approve Resolution 2019-01 regarding which closed session minutes are open and which remain closed. Roll call vote: AYES: Councilman Koehler, Councilman Farley, Councilman Morton, Councilwoman Morgan, Mayor Barbee. NAYS: None. Motion carried.

XII. ADJOURNMENT

As there was no further business to discuss, motion was made by Councilwoman Morgan and seconded by Councilman Morton adjourn the meeting at 7:55 pm. Roll call vote: AYES: Councilman Farley, Councilman Morton, Councilwoman Morgan, Councilman Koehler, Mayor Barbee. NAYS: None. Motion carried.

Bev Quinn, CMC
City Clerk

Minutes approved: _____