

CITY OF OLNEY
CITY COUNCIL CLOSED SESSION
FEBRUARY 14, 2011

The Olney City Council met in closed session for the purpose of discussing the appointment, employment and compensation of specific employees. The closed session began at 8:44 p.m. in the City Manager's Office at City Hall. Those present were: Councilmen Foster, Brown, Ferguson, Mayor Lambird, City Manager Bukas, City Attorney Taylor and City Clerk Henton.

Mr. Bukas reported he has interviewed Rusty Holmes and Mike Hill for the Fire Chief position. Both employees are interested in the position. Mr. Bukas recommended promoting Mr. Holmes to Fire Chief. Mr. Bukas explained his plans for changing the Fire Department back to a full time chief and three firefighters. Norm Bissey will be retiring on March 31, 2011.

Mr. Bukas proposed for the new Fire Chief to work Monday through Friday and hiring a third firefighter so all three shifts could be covered by firefighters instead of the chief. The Fire Chief would work day shifts when any of the firefighters are on vacation, holidays or sick leave and a firefighter will be called in to cover the overnight hours. Mr. Bukas proposed a salary of \$60,000, but Mr. Holmes requested \$62,000. Mr. Holmes has 23 years of service with the City as a firefighter. The department needs to improve their recruiting and training programs. A contract will not be required for the new Fire Chief.

Some members of the Council wanted to increase Mr. Bissey's final pay as a way to increase his pension. Fire pension is only based on base pay not overtime. For the past six years, Mr. Bissey has been working a firefighter's shift while assuming the duties of Fire Chief. Since he was working as a firefighter, he was paid an hourly wage and made over \$110,000 during the past five years in overtime. One member of the Council proposed a 20% hourly wage increase for Mr. Bissey's last month.

Mayor Lambird left the closed meeting at 9:03 p.m. and returned at 9:08 p.m.

City Treasurer Brad Yockey entered the closed session at 9:06 pm. and Councilman Weber entered the closed session at 9:09 p.m.

The Council discussed the FOP contract which allows patrolmen and sergeants eligible to retire a bump in wages during the months of June and December. Some members of the Council pointed out that the City saved money by requiring Mr. Bissey to work a shift while being Fire Chief and eliminating the third firefighter position.

The Council questioned how much an hourly pay increase to Mr. Bissey will cost the City. Mr. Yockey explained the Fire and Police funds are not subsidized by the City, unlike IMRF employees. The City levies funds for Fire and Police Pension, but if the Council does not levy an amount needed to cover the expenses, General Corporate would end up subsidizing the pensions.

Mr. Taylor explained because of fair labor standards, Mr. Bissey had to be paid an hourly rate instead of a salary because he was working a shift like the other firefighters.

Mr. Bukas asked the Council if Mr. Bissey is granted a 20% increase for his last month of work, would the increase apply to his accumulated sick days, vacation days and holidays. The Council agreed there should be an agreement with Mr. Bissey these hours should be paid at the lower rate.

Councilman Weber left the closed session at 9:34 p.m.

Mr. Bukas asked for a motion in open session to hire a Fire Chief and two new firefighters as soon as possible.

The Council unanimously approved the closed session minutes from November 22, 2010.

The closed session adjourned at 9:54 p.m.

Belinda C. Henton
City Clerk