

Village Council Meeting As  
A Committee of the Whole  
November 8, 2022  
6:30 PM

At 6:30 PM, President of Council Rebecca Conklin Kleiboemer called the meeting to order.

ROLL CALL: Rebecca Conklin Kleiboemer, Mindy Curry, Bob Keogh, Dennis Recker, Louann Artiaga, and Richard Bingham. Also present were the following: Mayor Don Atkinson, Administrator Jordan Daugherty, Director of Public Services Steve Pilcher, Planning Administrator Tiffany Bachman, Deputy Fire Chief Jason Francis, Clerk Susan Miller, Jill Gundy, Karen Gerhardinger, Rita Yunker and Larry Yunker.

Motion by Dennis Recker, seconded by Louann Artiaga to accept the minutes of the October 11, 2022 meeting. 6 ayes

President of Council, Rebecca Conklin Kleiboemer asked for Citizen Comment pertaining to Agenda items. There were none.

#### Finance

The first order of business was review of the Whitehouse Merit Service Payment Information.

- \$75.00/year of service for full time employees with 5+ years of service
- Difficulty retaining employees
- \$25,425
- Minimum of \$100 for employees with less than 5 years of service, pertains to 6 employees, at the discretion of the administration, previously tied to evaluations, must have been employed 365+ days
- \$50,000 to train one police officer, part time officers with no health insurance being offered Full time positions with benefits packages
- Positive comments about the employees and how they work received regularly
- Competitive environment for public employees, Merit Service pay already budgeted and included in future projections
- Annual thank you, we value you and want you to stay

Motion by Dennis Recker, seconded by Mincy Curry to recommend to Council to approve the 2022 Merit Service Payment as presented with the addition of \$100 to the 6 employees working for less than 5 years, but more than 365 days for the Village of Whitehouse. 6 ayes

The next order of business was to review the Consumer Price Index (CPI) and the effect on Personnel wages.

- CPI is 8.2% for the Midwest, recommending a 3% COLA for 2023, employees have always given 100%, adds \$90,000 every year forward to the budget, make a one-time payment and wait for the wage study
- No information on the wage study, hopefully by the end of the year, some data needed through surveys
- COLA is the buying power of the dollar, pay scale - steps
- COLA adjustment is very common in the public sector, don't have collective bargaining
- Public employees vs. private sector jobs with for profit companies that pay more
- 3% is reasonable and fair, wage comparison
- See how the referendum goes, need additional funds, no other place to make cuts, Employees stepped up, incredible team

- Support sustaining services, this is why we live here
- Employees do more with less and do an excellent job

Motion by Dennis Recker, seconded by Bob Keogh to recommend to Council to approve the 2023 proposed COLA of 3%. 6 ayes

#### General

The last order of business was to Review and Discuss the official name for the new downtown park (temporarily being referred to as Whitehouse Arbor).

- Veteran's Freedom, liberty, Veteran's Freedom Memorial
- Providence Plaza, Providence Garden
- Keep looking

Other items discussed:

- Sign in front of the park needs to be updated

Motion by Bob Keogh, seconded by Dennis Recker to adjourn at 7:45 PM. 6 ayes

Respectfully submitted,

Susan Miller  
Clerk of Council