

**MINUTES
PERSONNEL COMMITTEE MEETING
SOUTH CENTRAL TRANSIT
THURSDAY, OCTOBER 18, 2018
11:00 AM
SCT TRANSPORTATION CENTER
100 N. LOCUST STREET
CENTRALIA, IL 62801**

Present:
David Iossi
Margaret Conley
Pam Boyd
Don Jones
George Guidish

Absent:
Ed Smalley

Also Present:
Sheila Niederhofer
Sara Nollman Hodge
Vicki Clift
Pam DeMaris
James Biggs
Marvin Miller

The Personnel Committee meeting was called to order by Pam Boyd.

GUEST RECOGNITION/PUBLIC COMMENT - James Biggs

PERSONNEL

Employee Pay Restructuring – Copies of the Employee Pay Restructuring proposal were included in the committee packets. Nollman-Hodge reported the employee pay restructuring committee have been meeting off and on for the last two months and have come up with a couple of goals that they would like to accomplish. The first being to retain current employees, attract new ones with a competitive starting wage, benefits and annual merit increases. In the September managers report it was shown what the cost of hiring and training a driver is and the current turnover rate. Comparative starting rates for various agencies were gathered and reviewed and the committee came up with the information emailed to everyone. Discussion was held. A recommendation to share with the Board was given by Boyd. Guidish noted that he would like to review the annual merit increase process in April of 2019.

CONTRACTS

Public Aid – Niederhofer reported receiving \$1,400 in payments since last board meeting.

TAM PLAN – Niederhofer reported that the TAM PLAN report is put together by the FTA, IDOT, IPTA and RTAC and is a statewide plan that all transportation agencies are required to complete. All assets are listed, ratings on their conditions and life expectancy are required. The report is very detailed and required to be completed each year. Meetings in Springfield and webinars have been going on for the last two years in preparation for this annual report. It will be required that every five years a structural engineer come and inspect the buildings as well. This report was emailed out to everyone prior to the meeting.

Jones ask the status of earthquake insurance, Clift replied that SCT is covered.

ADJOURN – Being no further business the Personnel Committee Meeting was adjourned on a motion by Conley, seconded by Guidish.

