

**MINUTES  
PERSONNEL COMMITTEE MEETING  
SOUTH CENTRAL TRANSIT  
THURSDAY, DECEMBER 13, 2018  
11:00 AM  
SCT TRANSPORTATION CENTER  
100 N. LOCUST STREET  
CENTRALIA, IL 62801**

Present:  
Margaret Conley  
Pam Boyd  
George Guidish

Also Present:  
Sheila Niederhofer  
Sara Nollman Hodge  
Vicki Clift  
Randy Barrow  
Pam DeMaris  
Sam Easterly  
John Schubert  
David Rodden  
James Biggs  
Bryan Hunt  
Allen Nollman  
Leroy Niederhofer  
Marvin Miller

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

**GUEST RECOGNITION/PUBLIC COMMENT** - James Biggs, Bryan Hunt, Leroy Niederhofer, Alan Nollman, Allen Murray.

**PERSONNEL**

**Special Personnel Minutes** – Guidish recommended that this item be moved to the Board meeting next week for discussion and approval. Miller stated that the board can not approve these minutes until the committee recommends that they be approved and then send on to the board. Boyd asked for discussion. Guidish ask if everyone had a copy. Boyd ask if there were enough members for a quorum. Guidish stated they did. Schubert stated he was a member of the Finance committee but that Guidish has ask him

if he would be on the Personnel Committee to fill the vacancy. Schubert stated that he thought the process had to go through the full board. Guidish quoted from Section 11 of the bylaws that say they can be appointed by the president. Guidish stated that he appointed Schubert to the Personnel Committee. Boyd ask for discussion regarding the minutes. A motion was made by Conley to accept the minutes of the November 1, 2018 Special Personnel Committee. Guidish seconded the motion. Conley, Guidish aye, Schubert nay due to not being a part of the committee at that time. Motion carried.

**Grievances/Complaints** – Guidish stated that he has three recommendations regarding the grievances. Number one would be to form a committee, two would be to hire an arbitration firm that is locally in town run by Curt Lackey, retired judge or send them to the county board of each appointed person that is named in the grievance. Chairman Boyd stated she would like to see the grievances read into the minutes and then possibly going into executive session to discuss them. Guidish stated if they are read in the public forum then they remain in the public forum. The hearing would be held in the public forum and they would be held in the public forum. He stated it is either going to be a closed session item handled by an outside source, if they are read, it would be inappropriate to read the grievances out loud and then go to a closed session. Rodden stated the grievances were passed out at the last board meeting by Boyd, they were public information at that time. Guidish stated they were passed out to board members they haven't been read into the public record yet. Guidish stated that would be bad public policy, but, go right ahead. Conley stated she thought they should read the letters and have someone investigate. Boyd discussed being transparent, keeping things open and sharing. Schubert thought initially it should have been handled in executive session. Schubert stated he thought they should go in to executive session and discuss and Conley stated that was fine with her. Motion by Conley to go in to executive session by Conley, seconded by Schubert. Boyd stated she thought Guidish should be excused from the executive session. Guidish stated he didn't think by law you could do that, he is a member of this body in good standing, appointed by Marion County. Conley ask Miller what the proper thing to do was. Miller stated he could not say. Roll call was had, Conley yes, Boyd yes, Schubert yes, Guidish no.

Executive session was entered at 11:13am to discuss Personnel Issues.

The regular Personnel Committee meeting resumed at 11:54am.

**Minutes and their Content** – Guidish stated he felt that we have lost focus over the last couple of years. Somebody has decided that we put the banter back and forth in there, the public and the media can record our meetings and do what they want with those

recordings. Our minutes don't need to reflect a lot of unnecessary back and forth. In the reflection of the minutes that does not need to be in there. What must be in the minutes is that we agreed to do something and that we took a vote and a motion was either passed or failed for whatever reason. The OMA says it should be a summary of the discussion. It doesn't need to be detailed. If a board member says I want to add this to the record, he would not have a problem with that.

Somebody took the minutes of that special meeting and gave them to a lawyer in Springfield who is with the Department of Transportation. He would still like to know who did that. The minutes hadn't been approved by the body yet, and not viewed by the body, their accuracy is still in question. Next week we vote on them.

Somebody still sent those minutes to IDOT and Guidish still wants to know who did that. Boyd stated she understood why he would but that we do not have recourse to do that until they tell him. Guidish ask if anyone at the table is willing to admit that they did it. Rodden ask Guidish if he did it. Guidish ask Rodden if he thought he did it and Rodden said he didn't know. Again, Guidish ask Rodden if he thought he gave IDOT minutes of a meeting that had not been approved and the answer is no he did not. Boyd said that the suggestion is that the minutes be more concise and less social, more condensed. Guidish said yes.

**Public Comments and their Recording in the Minutes** – Guidish read a policy that was adopted in 2012 regarding public comments. Guidish stated if someone wants to provide them with a written statement of what they want to say, they can attach them to the minutes of the meeting. He thinks they have lost focus on that as well. Guidish stated they will get a summary of what they said, not verbatim of what they said.

**Franklin County Director Term** – Guidish stated term is up in March and we should send the letter to make them aware.

## **CONTRACTS**

**Public Aid** – Niederhofer reported receiving \$2551 since last Board meeting.

**OTHER** – Niederhofer stated her compensation was discussed at the September 27 Board meeting, went into executive session, came out and approved the agreement that was discussed in executive session. To this day, she has no idea what that compensation was to be. She stated no one has shared with HR what her compensation was. Guidish

said ok. Boyd stated that because she had done a very good job, and that they felt that she had hard working and accomplishing a great deal that they would give her time for that compensation. Boyd stated she believed it was two weeks, maybe one week. Guidish stated it was 40 hours. Boyd apologized, she thought that had been taken care of. Niederhofer ask if that time could be rolled over as there are only two weeks left in the year. Schubert motioned to the full board that they recommend that the 40 hours be rolled over to next year, seconded by Guidish. This would be put on the Board agenda.

Conley made a motion to reconvene this meeting on December 20, 2018 at 11am at the SCT Transportation Center. Schubert seconded the motion and the motion passed.

The meeting was adjourned.





