Meeting: Special meeting of Village of Metamora Council

Date: October 26, 2017

Time: 6:00 p.m.

Location: Village Office

Re: Hiring a New Maintenance Employee

Council in attendance: Karon Lane-pres., Suzie Stough, Justin Kreischer, John Pupos, Richard Sauerlender and John Hudik.

Others in attendance: Mayor Ken Wysong, VFO Sue Clendenin and Deputy Clerk Angie Smith

Mayor Wysong opened the meeting with the Pledge of Allegiance.

Justin Kreischer reporting for the Personnel & Finance Committee:

There were about 15 applications for the open maintenance position. The applicants were very qualified. 5 interviews were performed. Steven Venia is being recommended by the committee. He is a former street superintendent for the city of Sylvania. He worked there for 30 years, retiring in 2010. The committee feels he is the most qualified from his experience. He is familiar with rebuilding sewer catch basins, man holes, etc., which are skills needed in the village. He is willing to get a sewer 1 license. He is looking to work an additional 10 to 12 years.

Rich Sauerlender asked if we had checked references. Justin agreed that we would. Rich agreed on the hiring unless a red flag comes up from the reference check. A call has been made and we are awaiting a return call. John Hudik inquired if the committee interviewed our current employee, Jamie VanAlstine. She has been interviewed. The committee did not feel she was the best fit for the position when we have applicants with additional qualifications and experience. The committee and Jamie have agreed to her working 2 to 3 days a week until year end. We will evaluate then if a part-time worker is needed after January 1, 2018. Steve Venia has experience with snow plowing, maintenance on the plows and trucks and has patents for leaf boxes. The committee is recommending Steve be hired at $20.00 per hour. John Hudik voiced concern on starting him at that high a rate. The path of starting him at a lower rate for a 90 day probationary period was debated. We could then give a raise if the work performance was as high as anticipated. The 90 day probationary period is in our Employee Handbook. Some council felt it should be dropped from the handbook.

Justin Kreischer motioned to suspend the rules on **Ordinance #963**, hiring Steven Venia as the village maintenance employee at an hourly rate of $20.00 per hour. Second of motion by Suzie Stough. Roll call vote taken: John Pupos – Yes, Richard Sauerlender – Yes, John Hudik – Yes, Karon Lane – Yes, Suzie Stough – Yes and Justin Kreischer– Yes. Justin Kreischer moved to pass Ordinance #963 under emergency measures hiring Steven Venia at $20.00 per hour beginning November 2, 2017. Second of motion by Suzie Stough. Rich Sauerlender asked that we check the reference before hiring and that the drug test be passed. Council agreed that the hiring was pending favorable results from the reference check and drug test. Roll call vote taken: John Pupos – Yes, Richard Sauerlender – Yes, John Hudik – Yes, Karon Lane – Yes, Suzie Stough – Yes and Justin Kreischer– Yes. **Ordinance #963 passed.**

Suzie Stough moved to adjourn at 6:25 p.m. Second of motion by Justin Kreischer and approved by all council present.

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Mayor – Kenneth Wysong Deputy Clerk – Angela Smith