

COMMITTEE ON HUMAN RESOURCES/INSURANCE

March 4, 2025 at 6:30 PM

Chairman E. Sapienza called the meeting to order.

The Clerk called the roll.

Present: Aldermen E. Sapienza, Kantor, Vincent, T. Sapienza, Burkush

Messrs.: L. Drabik

1. HR Reports submitted by Lisa Drabik, Human Resources Director:
 - Position Summary Report
 - Vacancy Requisition Requests and Approvals
 - Summary of Arbitrations/Grievances
 - Sapphire SmartShopper Report*(Note: Provided for informational purposes only; no action is required.)*
2. Communication from Denise van Zanten, Library Director, requesting the following changes to her department's complement:
 - Add one (1) Business Administrator position, grade 20
 - Un-fund one (1) existing Accountant I position, grade 16

*On motion of **Alderman T. Sapienza**, duly seconded by Alderman Burkush, it was voted to approve.*

3. Communication from Anna Thomas, Public Health Director, requesting that the funding structure for the department's Information Technology Support Specialist position be changed from 100% federally funded to 50% City funded and 50% grant funded.

*On motion of **Alderman T. Sapienza**, duly seconded by **Alderman Vincent**, it was voted to approve.*

Chairman E. Sapienza asked where are we with the new compensation study. I know it has been a while since we talked about it. Are we still digesting it?

Lisa Drabik, HR Director, answered we are in the midst of union negotiations with 10 of the 13 city unions. We are engaging them in a dialogue of adopting the newly proposed compensation structure that Evergreen presented to us. Coincidentally, yesterday I got a communication from Evergreen that they are finalizing the draft report. It is over 100 pages and will have all the data that you could possibly ask for. It should be finalized soon so that I can provide it to the Board, unions and all employees.

Chairman E. Sapienza stated the expectation is, and I don't want to go too far into this, that the unions are going to be in favor of it right. It is an increase in pay right?

Ms. Drabik replied it is but of course every union has their individual concerns.

Chairman E. Sapienza stated and the expectation is that the full Board is going to probably accept it as well more than likely.

Ms. Drabik responded that is the hope.

Chairman E. Sapienza stated this has been out in the public for quite some time now. This is not a secret or anything. None of this is confidential at this point right?

Ms. Drabik stated I know the Mayor has put the proposed changes into the budget that he will be presenting to you all. We are marching in that direction but I can't speak for the unions.

Alderman T. Sapienza stated so there is accepting the report and then there are all the auxiliary ordinances that are affected right.

Ms. Drabik answered correct. We are working on those in tandem with the union negotiations so that we can present proposed ordinance changes to you all as necessary so that you have one big package.

*There being no further business, on motion of **Alderman Vincent**, duly seconded by **Alderman Kantor**, it was voted to adjourn.*

A True Record. Attest.

A handwritten signature in black ink, appearing to read "Matthew Normand". The signature is fluid and cursive, with a long horizontal stroke at the end.

Clerk of Committee