

COMMITTEE ON HUMAN RESOURCES/INSURANCE

May 5, 2026 at 6:00 PM

Chairman Goonan called the meeting to order.

The Clerk called the roll.

Present: Aldermen Goonan, Sapienza, O'Neil, Burkush, Vincent

Messrs.: R. Cashin, E. Rice

1. HR Reports submitted by Victoria Prestejohn, Human Resources Director:
 - Position Summary Report
 - Vacancy Requisition Requests and Approvals
 - Summary of Arbitrations/Grievances
 - SmartShopper Report

2. Communication from Ryan Cashin, Fire Chief, requesting the following changes to the department's complement:
 - Reclassify two (2) filled Administrative Assistant II positions, grade 105, to Administrative Assistant III positions, grade 106
 - Reclassify one (1) filled Administrative II position, grade 105, to a Customer Service Representative III position, grade 108

Alderman Sapienza: If you could just go ahead and give us some rationale behind this.

Ryan Cashin, Fire Chief: Recently we completed the Evergreen compensation study across the city. We did look at a few positions that we found that the compensation study didn't necessarily hit all the marks of a few jobs in the Fire Department that we felt should have been a little bit higher. We asked HR to do a desk audit to confirm that, and they did. They confirmed that those positions should be at a little bit of a higher pay rate.

Alderman Sapienza: It's disappointing. We paid a lot of money for that compensation study. Now we're hearing that some points were overlooked. That's unfortunate.

R. Cashin: I understand your frustration, alderman. I think it's a big city with a lot of positions and they had to look at a lot of stuff really fast. I don't think it's uncommon to miss a few a few positions and a few departments here or there, and then to have a second look at them and reevaluate those.

Alderman Sapienza: Let me ask you this. What is someone at grade 105? What are they currently making per year?

R. Cashin: I don't have that right in front of me. These are around \$38,000 employees.

Alderman Sapienza: Oh, really? \$38,000? Were they part-time?

R. Cashin: No. Full time.

Alderman Sapienza: \$38,000 a year?

R. Cashin: They're probably the three lowest paid employees in the department.

Alderman Sapienza: Well, that's why I'm asking for the background.

Chairman Goonan: I spoke to the chief a little bit about this, and he said he could he could swing it in his budget.

R. Cashin: It is \$7,000.

Chairman Goonan: For all three?

R. Cashin: Yeah. All three is \$7,000.

Chairman Goonan: I thought it was fairly reasonable.

Alderman Sapienza: Terrific. It is something you can swing in your budget.

*On motion of **Alderman O'Neil**, duly seconded by **Alderman Burkush**, it was voted to approve.*

3. Communication from Phil Croasdale, Water Works Director, requesting the following changes to the department's complement:
 - Add a newly created Power and Process Controls Electrician position, grade 117
 - Update the class specification for Power and Process Controls Manager position, grade 118
 - Change the class title of Process Control Specialist, grade 114, to Process Control Technician, grade 114
 - Update the class specification of revised class title Process Control Technician, grade 114

*On motion of **Alderman O'Neil**, duly seconded by **Alderman Vincent**, it was voted to approve.*

4. Communication from the HR Director requesting revisions to City Ordinance section 33.081 Sick Leave.

*On motion of **Alderman Burkush**, duly seconded by **Alderman Vincent**, it was voted that the Ordinance Amendment ought to pass and be referred to the Committee on Bills on Second Reading for technical review.*

Alderman O'Neil: At the last meeting I talked about GLP-1. They were supposed to have some information to work on it.

Emily Rice, Solicitor/Interim Director of Human Resources: I think they're working on it. I do not know exactly what the status is, but I can definitely find out for you.

TABLED ITEM

5. Communication from Sharon Wickens, Finance Officer, requesting the addition of one (1) Purchasing Manager position, grade 124, to the department's complement.
(Note: Tabled on April 7, 2026.)

This item remained on the table.

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

A True Record. Attest.



Clerk of Committee

*Meeting Start Time: 6:00PM
Meeting End Time: 6:05PM
Minutes Prepared By: Michael Intranuovo*