

AURORA TOWNSHIP BOARD OF TRUSTEES  
EXECUTIVE SESSION MINUTES  
313 Gale St. Aurora, Illinois  
August 25, 2022

REASON: Review of Executive Session Minutes; Personnel

Supervisor Catching called the executive session to order at 4:57 p.m. Clerk Alexander called the roll. Present were Trustees Dolores Hicks, David Moore, Sam Nuñez, and Juanita Wells, and Supervisor Catching.

1. Review of Executive Session Minutes

The board reviewed the executive session minutes of January 27, 2022, and June 9, 2022, for accuracy. There were no objections. The board considered the release of the executive session minutes of August 17, 2022. There were no objections. Clerk Alexander noted that she has tried to get in touch with previous clerks to find missing recordings and transcripts without success but will keep trying.

2. Personnel Issues

The board discussed the salaries of Aurora Township employees. Trustee Wells asked if the lowest hourly wage was raised to \$15, as requested by the board in the previous executive meeting, and Supervisor Catching said it was, and it helped to get summer staff positions filled.

The discussion turned to the highest salaried employees, and whether the wages were too high for a small government body. Some thought wages ought to be capped in the future. There was disagreement on this with Catching noting that it is not unusual for some high administrators to make more than their bosses, for various reasons. Supervisor Catching said he wanted to be able to reward those who really worked hard at their jobs and penalize those who were not. The idea of employee evaluations was brought up, and Catching said he is doing them now.

The board discussed whether any one person ought to have so many duties. Catching stated that we have some part time workers, including an accountant, to help with segregation of duties, which is a principle recommended by auditors but commonly hard to accomplish in a small government agency such as ours.

Finally, the board requested that the next time salaries were going to be considered for raises, that the board be given ample notice, with time to reflect on and discuss the adjustments in an executive session and then have a separate executive session to actually decide. Catching said he would do it this way in the future.

Supervisor Catching moved to adjourn, which was seconded by Trustee Hicks. Roll call vote: Catching – Y; Hicks – Y; Moore -Y; Nuñez – Y; Wells – Y. The meeting ended at 5:38 p.m.

Respectfully submitted,

Town Clerk Cassidy Alexander