

CITY OF WINCHESTER
COMMON COUNCIL
SPECIAL MEETING MINUTES
THURSDAY, APRIL 5, 2018

Special budget meeting @ 5:30 p.m.
Council Chambers / City Hall / 113 E. Washington St.

Pledge – Councilor Sells

Councilor Sells called the meeting to order and presided over the meeting. Clerk-Treasurer, Vicki Haney, recorded the minutes.

The Clerk-Treasurer's roll call showed four City Council Members present.

District 1	Councilor Moe Lennington	absent
District 2	Councilor Tom Sells	
District 3	Councilor Ron Loyd	
District 4	Councilor Leesa Friend	
At Large	Councilor Missy Williams	

Additional Officials Present:

Shon Byrum, Mayor; Gary Moore, Fire Chief; Jon Reed, Assistant Police Chief and Shean Bosworth, Street/Park Superintendent.

City Employees Present:

Shawn Patterson, Dakota Raduenz, Nathan Goodman and Brandon Barndollar

Salary and Hourly Wages

Councilor Williams began the meeting by pointing out that the hourly wages of the Street and Park Superintendent did not change from 2017 to 2018, even though they had increased the two years prior. Superintendent Bosworth had told the council that he did not need a raise, but the council is legally bound to increase this pay because they voted to raise salary and wages across the board and they cannot leave an employee out. An elected official may choose to turn their salary into a donation, but an employee may not because it could start a trend of employees feeling pressure to rescind their pay in order to maintain their position. After some discussion, Councilor Williams made a motion for a Twenty Five Cent (\$0.25) increase in pay and wages across the board, which includes the Street and Park Superintendent. This makes the wage Twenty One Dollars and Sixty Nine Cents (\$21.69) for said superintendent. Mayor Byrum asked if the council wished to make amendments to the salary ordinance as a whole. Councilor Williams agreed that making the amendments at the same time would be fine, she was simply trying to reduce confusion. Mayor Byrum clarified that they would be creating an ordinance in order to approve amendments, so either way the council wanted to proceed would work. Councilor Williams said that those in supervisory positions in the police and fire department were supposed to get a Twenty Five Cent (\$0.25) raise, and this did not happen. Mayor Byrum said that this was the intent of the original ordinance, but the way the ordinance was written caused them to receive only partial raises. The intention was to entice staff to take on and maintain leadership positions. He encouraged the council to be careful with their wording in the amendment so that everyone receives the original raise, plus their incentive raise. The police chief received a Twenty Seven Cent (\$0.27) raise. All employees of rank received only their incentive raise. Councilor Friend explained that the only

employees that were not supposed to receive a raise were reserve patrolmen; volunteer fire; second deputy clerk, which is not an available position anymore; and the street and park superintendent. Most of these positions are volunteer or part-time, so they do not qualify. However, as mentioned earlier, the street and park superintendent must receive a raise, as will be rectified in the amendment. Officer Reed said that they do not believe that the administrative assistant makes enough for what she does. Mayor Byrum said that she received a Forty Cent (\$0.40) raise. Councilor Sells said that this would have to be addressed next time, because the job has metamorphosed into more than was originally expected of her.

Councilor Williams made a proposal for a salary amendment allowing a Twenty Five Cent (\$0.25) raise for all supervisory positions, including police chief, police deputy chief, police captain/detective, police shift sergeant, fire chief, fire assistant chief, fire captain, and fire lieutenant, as well as the street and park superintendent. The council discussed the numbers with Clerk Haney for absolute clarity: Police Chief received Twenty Dollars and Twenty Three Cents (\$20.23) in 2017, and now will receive Twenty Dollars and Seventy Five Cents (\$20.75). Police Deputy Chief received Eighteen Dollars and Twenty Cents (\$18.20) in 2017, and now will receive Eighteen Dollars and Seventy Five Cents (\$18.75). Police Captain received Seventeen Dollars and Seventy Two Cents (\$17.72) in 2017, and now will receive Eighteen Dollars and Twenty Five Cents (\$18.25). Police Shift Sergeant received Seventeen Dollars and Thirty Six Cents (\$17.36) in 2017, and now will receive Seventeen Dollars and Seventy Five Cents (\$17.75). Fire Chief received Twenty Dollars and Seven Cents (\$20.07) in 2017, and now will receive Twenty Dollars and Seventy Five Cents (\$20.75). Fire Assistant Chief received Eighteen Dollars and Fourteen Cents (\$18.14) in 2017, and now will receive Eighteen Dollars and Seventy Five Cents (\$18.75). Fire Captain received Seventeen Dollars and Sixty Eight Cents (\$17.68) in 2017, and now will receive Eighteen Dollars and Twenty Five Cents (\$18.25). Fire Lieutenant received Seventeen Dollars and Thirty Four Cents (\$17.34) in 2017, and now will receive Seventeen Dollars and Seventy Five Cents (\$17.75). All other full time employees received a Twenty Five Cent (\$0.25) raise, except for the Administrative Assistant who received a Forty Cent (\$0.40) raise because it was a position created by merging two other positions. The Street Superintendent will now receive a Twenty Five Cent (\$0.25) raise. Councilor Sells seconded. Motion passed 4-0. This will be made into an ordinance for the council to vote on.

Mayor Byrum stated that he had proposed a Fifty Cent (\$0.50) raise across the board for fire and police, which had been compromised to a Twenty Five Cent (\$0.25) raise, and confusion probably happened because he did not propose the same for sewage and street departments.

Councilor Loyd pointed out that the Administrative Assistant position is listed under Clerk Haney's office, though she does not physically work in her office. He suggested that she be listed in a different position. Mayor Byrum explained the problem by saying that if the next mayor did not want an administrative assistant, she would be able to maintain her job as administrative assistant to the clerk or the council, so it is a safeguard for her position. Councilor Loyd said it could still reduce confusion if she is set in a different category altogether. Mayor Byrum agreed and said it would be a good idea to better define her position. They originally put three part-time jobs together to make one full-time position so that if the city court was lost or a mayor did not want an assistant they would be able to maintain her.

Councilor Williams asked Clerk Haney about the wages in her office. She explained that her deputy clerk is Sondra Kaufman and her other full time employee is Brian Scott. New full-time hires make 80% of what the deputy clerk makes, which is the top wage. Mr. Scott makes 85% of what Mrs. Kaufman makes because he has been at the office for a year, so his pay increased. Peyton makes Eleven Dollars and Twenty Four Cents (\$11.24) per hour, which is 90% of the top pay for part time employees. She has been employed at the office for two and a half years. Victoria makes Eight Dollars and Forty Eight Cents (\$8.48) per hour, which is the wage for part time unexperienced. Councilor Williams said that the pay is inconsistent in different departments when it comes to experience. The street department, for example, does not pay the same increase in wages for their returned part time summer help.

Councilor Williams emphasized so the council knew that she called the department heads in order to understand this more fully. They did not come to her. She wants to make sure that the council does not put any workers in a bad position by calling employers to ask about their abilities, and she does not feel that she has done this. Councilor Sells pointed out that they work for the city and the voters as managers, and they always want to do their best by their employees. However, things are tight so they are going to have to work with what they have and encourage everyone to keep their finances in line.

Adjournment

There being no further issues to discuss, Councilor Sells moved to adjourn. Councilor Williams seconded. Motion passed 4-0. The April 5, 2018 meeting was adjourned at 6:10 PM.

Mayor, Shon Byrum

ATTEST: _____
Vicki Haney, Clerk-Treasurer