

**MINUTES
CITY OF ALTAMONT
AUGUST 9, 2023**

REGULAR MEETING The meeting was called to order at 6:30 PM with Mayor Richard Hayward presiding. Mayor Hayward opened the meeting. Councilmembers present: Ben Cochran, Raymond Coffey, Kyle Wiford, Lyle Sykes, and Cameron Johnston.

SPECIAL MEETING We, the undersigned Councilmembers of the City of Altamont, do hereby acknowledge the Mayor's call for a Special meeting on Thursday, August 3rd, 2023 at 6:30 PM at the Altamont City Council Room to discuss non-elected personnel.

EXECUTIVE SESSION Councilmember Cochran moved, and Sykes seconded to move the City Council recess into executive session for knowledge of personnel matter exception, K.S.A. 75-4319 (b) (1) to include: the Utility Supervisor, City Administrator, and our City Attorney. The open meeting will resume in the City Council room at 6:50 PM. Motion carried.

EXECUTIVE SESSION Councilmember Cochran moved, and Coffey seconded to move the City Council recess back into executive session to discuss employee's performance pursuant to the non-elected personnel matter exception, K.S.A. 75-4319 (b) (1) to include: the City Attorney and the City Administrator. The open meeting will resume in the City Council room at 7:15 PM. Motion carried.

EXECUTIVE SESSION Councilmember Cochran moved, and Sykes seconded to move the City Council re-recess into executive session to continue discussion on an individual employee's performance pursuant to the non-elected personnel matter exception, K.S.A. 75-4319 (b) (1) to include: the City Attorney and the City Administrator. The open meeting will resume in the City Council room at 7:40 PM. Motion carried.

EXECUTIVE SESSION Councilmember Cochran moved, and Coffey seconded to move the City Council re-recess into executive session to discuss an individual employee's performance pursuant to non-elected personnel matter exception, K.S.A. 75-4319 (b) (1) to include the City Attorney and the City Administrator. The open meeting will resume in the City Council room at 8:10 PM. Motion carried.

UTILITY PAY The Council would like direct the City Administrator to make adjustments as followed:

- \$3 per hour raise for the Utility Department, effective after policy change.
- Incentive Pay: \$25 a month per certification category (Water, Wastewater, or Gas), with a max of \$75.
- Longevity Pay, to be paid on Annual Anniversary:
 - 5-9 Years \$50
 - 10-14 Years \$100
 - 15-19 Years \$150
 - 20-24 Years \$200
 - 25-29 Years \$250
 - 30+ Years \$300
- Phone Stipend: \$25 per month for use of their personal phone while on call, for work purposes.
- Uniform Reimbursement: Annual Allowance
 - Boots: Up to \$150
 - Jeans: Up to \$225
- Proposed Pay Scale to update Ordinance 634: pay is to be determined by the City Administrator and to be approved by the Council.
 - Superintendent: \$70,000 Max
 - Asst. Superintendent: \$17 - \$30/hr.
 - Public Works Laborers:
 - 0-2 Years \$17 - \$20/hr.
 - 2-4 Years \$19 - \$22.50/hr.
 - 4-6 Years \$21 - \$24/hr.
 - 6-9 Years \$23 - \$27/hr.
 - 10+ Years \$23 - \$30/hr.

The council is asking the Utility Department to work with a 5-man crew for the remainder of this year until the end of 1st Quarter 2024. At that point the Council will reevaluate the financials to determine if a 6th person can be added. Mayor Hayward noted this matter was taken seriously and the Utility Department will not be up for an annual raise at the beginning of the year with these adjustments. Councilman Cochran mentions the talk of infrastructure and the Council knows our true infrastructure is the employees and want to make sure they are taken care of.

ADJOURNMENT Councilmember Cochran moved, and Coffey seconded to adjourn the Council meeting at 8:21 PM. Motion carried.

DATE

Bridget Nash, Deputy City Clerk