

EXECUTIVE SESSION – COMMISSIONER HOULT MOVED AND COMMISSIONER BURGESS SECONDED THAT COUNCIL GOES INTO EXEC. SESSION AT 7:35PM. VOTING AYE ON THE MATTER WERE ALL MEMBERS PRESENT. VOTING NAY NONE. MOTION CARRIED.

Mayor Moore – I guess we need to discuss Dale Bogard. Burgess have you guys looked at his resume, had a chance to talk to him if you wanted too? Hoult – I have not had a chance to talk to him but I did look at his resume. Tell me what you know about him. You guys both know him, right? Alexander – yeah, just on a personal side. Any time we are doing something he is right there. He is always volunteering his time. I feel like his is like that where he works now. He does operate equipment, from skid steers to other heavy equipment on the job down there already. That is a little bit more incentive to hire him than some of these others that have applied. Mayor Moore – Where is it that he works now Ryan? Alexander – J&D Refuse, He is like their second man down there is only one guy that has been there longer than him. I just feel like so far out of the applications I have seen so far, he is probably one of the best ones. However, I just don't think we are going to get anybody in here for what we talked about pay wise. Mayor Moore – Is he local? Alexander – yes Burgess – We feel like he is someone that we can hang on to for a long time if we treat him well. Alexander – I think he is self-motivated. Mayor Moore can the self-motivate the others? Burgess – I think if he needed too, he could. Especially if he is told he needs too. Hoult – Sometimes a follower needs a leader to follow. Burgess – Now everybody is a leader. But you do have to have motivation if you are a city employee you are on your own quite a bit. So self-motivation and self-alliance. Hoult – And you think he will fit that. What is it going to take to hire him? Jordan – His resume says \$18 is where he is at. I know he put \$22 on his application, so what where you guys thinking? Burgess – We have been discussing that. We were thinking starting him out at \$21. 50 / 50 out of our budgets. Alexander – He would be doing water and sewer for right now. Until we bring someone else in. Mayor Moore – Would he like to get his licenses? Burgess – We have discussed it and that would be some he would have to look into. I feel like he would but he has not verbally committed to that part yet. Obvious there would be an increase in pay on that. Hoult – Well that is a pretty big commitment and getting started through the process. Burgess – It is quiet the process the way I understand it. Hoult – Have you thought about it anymore getting certified through them (Elanco). Alexander – So, it will not cross over. I'm not opposed to taking the Illinois one, but that is something that me and Rodney talked about I am getting ready to start building and where I am building is outside city limits. We are going to have to have a replacement for me. Hoult – We need to increase the size of the city. Lol Hoult – Okay let's say we hire him at \$21 what is that going to do to our current employee? Alexander – I was thinking about that today. One you have a guy that has a background in running big equipment, Two Dale's worth I know that he has double the background in careers and other things. And that is not Cody's fault but you got to count for something. Burgess – You are not going to get a quality person without quality money. Mayor Moore – I think when Cody was hired, he was just kind of pushed into the job and no one showed him what to do. Hoult – Well my thought is if we can hire him at \$21 and leave the current employee where he is at and if somewhere down the road this really becomes an encouragement, we can always increase Cody's pay sometime down the road. Burgess – If he raises any stink about it then we can use this as a motivation. If you want more pay then we need to see more out of you. We do it all the time. Jordan – Yeah. Alexander – We have been on this (council) for 2 months now and I cannot tell you how many complaints I have gotten. Jordan – I have been getting on him. I know! Hoult – He needs a leader and if that doesn't work then it's not going to work. Alexander – The only problem there is with Dale is none of us know how to show him so we are going to have Cody train him. Hoult – We probably need to save that. We just need to hire him and pick it up from there. Cody is going to have to show him the basics but I think he is going to fit in a lot on his own. Burgess – I think after Cody shows him the basics Dale will build from there. That is what it will have to take because none of us know what the job entails and that my hard part on this. We are telling him to be a leader but can't lead him ourselves. Alexander – I am all for bringing Dale in I'm just throwing stuff out there that we are going to run into. Hoult -Sure. Ramey – As far as the water department goes, we can always have Ryan talk to him maybe. Then as far as the sewer department goes, I have notes but not a whole lot. Alexander – I know that Rodney would always help us with that. Which is something else we might want to talk about Cody training him I can kind of see.... Burgess – leading him in the wrong direction. Alexander – Well yeah

anything could be possible at that rate. Hoult – and that is when you bring him in and have a heart-to-heart talk this is why, now what are you going to do with it from here? It can be done in a professional way too. Burgess – Our whole goal here is to retain and build on it and if we can do take a city employee and make him better employee, we need to do that. If he wants the help, we owe that to him. So, If Dale can help do that, that's fine. Hoult – \$21 dollars is your figure then? Burgess – I know he put \$22 on there but I think we can get him at \$21. Hoult – Well there is always opportunity down the road to get more too. Jordan – The questions with Cody I am sure I'll catch a lot of grief on that. I am okay with putting Dale at \$21 if that is alright with you guys. But we will probably have to have a sit down with Cody again. I have had numerous talks with him. The problem is that whatever I tell Cody to do he does it and it gets done. But then when it is above and beyond then he doesn't. Then I find out that he is sitting in there for 2 hours or sitting in here complaining or not getting the sample done. He is a day late and a dollar short. Burgess – So if you give him a list every day and he can follow that list will he, do it? Mayor Moore – I think so. He is just not a self-motivator. Burgess – Does he have a list of expectations that he is supposed to follow every day? Mayor Moore -He does. Hoult – But from what you are saying he takes that list and accomplishes what is on that list. Jordan – From what I have given him yes. But then she has asked him to do stuff with water meters and he has not done it. And then Rodney is out there reading meters at 71 years old. I don't find out until after the fact it has already been done. Burgess – Do you have the authority to have him do things. Ramey – I can ask him to. Burgess – So then what is next. Mayor Moore – Right ups. Burgess – So then we move to then next step. Hoult – Well that is beginning to build on what we need to sit down and talk with him. The girls in the office have things that require legs out here doing. When they ask you to get that done it needs to be. Burgess – Exactly, and hopefully getting another person in here will help with that. Hoult – I think there are lumps in the gravy but we can smooth them out. If we can't then we are looking for the next person. We have got to get this where it is attractive to people so we can bring people in. Burgess – and the number one thing is pay and time off. It's what we see the most at the quarry right now. Hoult – that is the culture right now. But from what I'm told the benefits aren't too bad. Ramey – No they are not. Hoult – We didn't use to have benefits. I can live with that him getting paid half from water and half from sewer. Alexander – I know that you said Cody does a lot of on call work. So, will they rotate weekends? Jordan – They rotate weekends. Hoult – It has to be covered. Alexander – so what is the pay for having them be on call every weekend? Hoult – That is just regular pay. Ramey – They get an hr. and a half each day. Alexander – Weather they get a phone call or not. Mayor Moore – They have the daily chores to do. Alexander – So they actually work that hour and a half? Mayor Moore – It doesn't take that long. Jordan – I know that during the Spring, Summer and Fall they have to go down to Centennial Park and open the restrooms but that does take but a minute. Alexander – That is something else we might want to look into though. I know at Elanco on call means you are shut down. You cannot go anywhere. Do we want to look at something that is more than an hour and a half? To make this more appealing. I would not want to carry a phone and shut my whole weekend down for that. Hoult – I can't remember for sure but I think that used to be figured on a half of a day. Alexander – I think it needs to look at something more than an hour and a half. Even if it is 4 hours. Hoult – We used to say if you are on call for the weekend and you wanted Monday off and things are slow and not demanding if you wanted to be out on Monday and have a longer weekend. That was your choice. Alexander – Do you think we can do that with the man power that we have? Hoult – No but that is down the road. I do think half a day is the way to go for that weekend thing. Alexander – Four hours Saturday and Sunday. Hoult – if there is not much going on then I think they will feel better about having to work the weekend. Mayor Moore -and again that would be Cody's raise. Hoult – but if we go to that it would be for both guys. Alexander – Really it would be 8 hours but you're paying them double time for four hours. Hoult – and that would be just a little bit more incentive or attractive. Burgess – Yeah, we enjoy our weekends. Hoult – I have been thinking that everything we have been doing has been cheap for a long time now. Good people just are not looking at it. Burgess – you are not wrong. What surprised me the other day the girls gave me our budgets and the salary allowance in there why has the pay been so cheap for so long with the salary allowance? Hoult – When you look back and you encourage things to increase and I worked on the girls pay. The only answer I can give you is because we could. And that is not a good answer. Burgess – and you had quality Guy's back then. Or that is what I feel like anyway. Hoult – I feel like that is major when looking forward. An example would be Gore and Rodney both. Ramey –

Every time we have called Rodney he is always here to help as well.

COMMISSIONER BURGESS MOVED AND COMMISSIONER HOULT SECONDED THAT COUNCIL AUTHORIZED THE HIRE OF DALE BOGARD FOR SEWER AND WATER DEPARTMENTS AT \$21 PER HOUR. HALF OF HIS PAY OUT OF SEWER AND HALF OUT OF WATER. VOTING AYE ON THE MATTER WERE ALL MEMBERS PRESENT. VOTING NAY NONE. MOTION CARRIED.

COMMISSIONER HOULT MOVED AND COMMISSIONER JORDAN SECONDED THAT COUNCIL AUTHORIZED THE ENDING OF EXEC SESSION AT 8:12 PM. VOTING AYE ON THE MATTER WERE ALL MEMBERS PRESENT. VOTING NAY NONE. MOTION CARRIED.