

Board of Alderman Minutes
81 S. Orchard Blvd.
February 21, 2023
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OPEN MEETING

Roll Call taken by Mayor Stephen Short
Leon Beaty PRESENT, Richard Icenhower PRESENT, Sherry Veach PRESENT, Jeffrey Danderson PRESENT, Ben Lord PRESENT, Dennis Roe PRESENT

Call to order at: 5:04 p.m.

Approve Agenda. Motion by Veach to approve agenda. Seconded by Roe Beaty AYE, Icenhower AYE, Veach AYE, Danderson AYE, Lord AYE, Roe AYE

New Business

DISCUSS POTENTIAL EMPLOYEE VACANCY

Roe suggested to City Clerk that we get on filling this position as quickly as possible. That's why the special called meeting.

Veach asks Danderson if there has ever been a pay bracket for the open position. Danderson clarifies that she means a pay scale. He has only seen that once before and it was a large scale from MML.

Danderson says he doesn't think we will get anyone in here and that Justice and Hokanson's positions are extremely underpaid. Utility clerks and court clerks range anywhere from \$17 to over \$20 an hour. We don't have much time and it will be hard to fill the position.

Veach says that there will be a learning curve and would need to come in a couple of dollars lower than the current rate and be evaluated every 6 months. Danderson says he would put them in at \$19 and reevaluate after 89 days.

Roe and Danderson agree that this position will be hard to fill. The sooner someone gets in here, the sooner Justice can start training them. Still have to have a court clerk no matter what happens with the court. He still thinks that those jobs have been under paid for a long time. Veach agrees.

Beaty asks if we have pay on other people with this position. Danderson says there aren't any other positions out there like this.

Icenhower says he would entertain the figure of \$18 an hour and that will give them a year to feel her out.

Roe asks Lord his thoughts. Lord struggles with the same thing. Lord says \$18.50 an hour and if someone impresses them in the interview, we might be able to make adjustments. Roe says the first round of interviews for the City Clerk, half of them didn't show up. Candidates they interviewed they didn't feel comfortable with and that is why they had to do a second round.

Veach says starting them at \$18.50, they can achieve goals and look at getting a raise in 6 months instead of a full year.

Motion by Beaty to offer position at \$18.50 and not post the salary. Seconded by Roe

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Beaty AYE, Icenhower AYE, Veach AYE, Danderson AYE, Lord AYE, Roe AYE


Roe says that if they are exceptional, the board could consider a raise a budget time. Roe says if we can get someone in here to overlap with Justice, we will get a good feel for them.

Roe says if we go two months without getting someone then we might revisit.

Adjournment

Motion by Danderson to Adjourn at 5:29 p.m. Seconded by Veach
Beaty AYE, Icenhower AYE, Veach AYE, Danderson AYE, Lord AYE, Roe AYE
ALL AYES

Adjourned at 5:29 p.m.



Sara Davis, City Clerk