

**VILLAGE OF SOUTH LEBANON
SPECIAL MEETING MINUTES
JUNE 29, 2017
6:30 P.M.**

1. Mayor Smith opened the meeting at 6:30 p.m. with the Pledge.

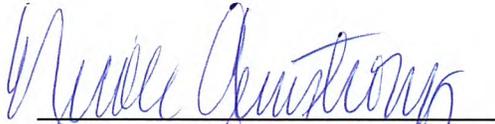
2. Randall Atkins – Absent Bill Madison - Present
Jim Boerio – Present Steve Riley – Present
Sue Johnson – Present George Teasdale - Present

3. Mayor Smith stated to Council that we need a position of Assistant Superintendent. We've had this position before and need someone to assist the Superintendent. Previously, Easterly was the Assistant Superintendent when Louallen was the Superintendent. In December, when the Superintendent was on vacation and the Water Specialist was out-of-town, Coomer handled a sewer problem and fixed the situation along with a contractor. On Zoar Road, the creek is washing away the bank which created a slide and he has already put together a plan to bring in a track hoe to put in a retaining wall that will be handled part in-house along with a contractor. He has concrete and asphalt experience. Teasdale asked Mayor Smith if this is a new position. Mayor Smith stated this is a position we have had before. Riley asked if Coomer is a Laborer III right now. Administrator Haddix said that he is Skilled Maintenance. Johnson asked how long ago Easterly was the Assistant Superintendent. Mayor Smith stated that it has been awhile. Boerio stated that the resolution we are looking at says that we are going to create the position but you said the position already exists. Mayor Smith said yes that the position is in the manual; good point. Boerio said that if you look at the ORC, it says that a resolution or ordinance can only have one subject, section 731.19. This resolution clearly has two subjects the first is to create the position and establish compensation and the second subject is the promotion of Coomer, so it's probably not written as it should be. I don't see this as an emergency and think this is more long range as the Village grows in size that an additional person would be required. Mayor Smith stated we could change the resolution from an emergency to three readings. Madison stated that some of the emergency is that there is a market for skilled labor and it pays well and have lost good help in the past. Boerio asked what are we trying to accomplish. Are we trying to head off a poaching or are we trying to set the Village up with an additional position. Mayor Smith stated that we need the position filled and our Superintendent is out and could be out for some time. We should have had the assistant position anyway because you have vacations. We can change the resolution since we have the existing position and just change the compensation. Riley asked about the pay scale we received in our packet. Mayor Smith said that is from 2010. Riley stated that we just gave a 3% raise. Mayor Smith said that is true but now this is an Assistant Superintendent position. Madison stated there are two choices we can promote someone from within or hire someone off the

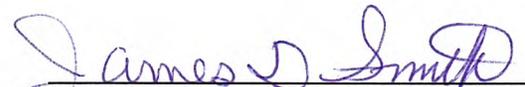
street. Boerio stated that we have five people in our Public Works Department and now two are going to be administrators. Mayor Smith said that we don't have this position now and with vacations we need a backup. Boerio said that we've always had someone designated to serve in that area. Haddix stated that it comes back to me as the default. Riley asked Armstrong what Coomer makes right now. Armstrong stated \$22.85 an hour. Riley stated that Coomer as a Skilled Laborer and makes more than my Highway Technician III position who is skilled in numerous areas. Mayor Smith said that we are trying to move the Village forward and get a lot of work done. This individual with his concrete and asphalt experience is also skilled to put a sewer line in, hydrants, and he's overseen projects that saved the Village money. Riley said when the Superintendent is out then Coomer should know to step in and take his place. Haddix said there is nothing that formally says that. Teasdale asked Mayor Smith if he has thought about a temporary upgrade or do you need an extra person. Mayor Smith said that we need a person when an individual is out, based on December, to be in charge. Madison said we also need to consider if he decides to leave where does that put us. Boerio said why don't we consider a temporary position until Ledford comes back. Teasdale stated this allows us to see how his supervisory skills are in this temporary situation. Mayor Smith said we need more than that down the road. We have a Water Specialist and actually need someone dedicated in the Sewer Department that maintains the lift stations. Teasdale asked if we are ready to vote on this resolution. Mayor Smith asked for a motion to allow this resolution to go forward. A motion was made by Teasdale, seconded by Madison. Atkins – absent, Boerio-ney, Johnson-asked if this is a temporary position. Mayor Smith said that he thought Council is wanting to do three readings. Boerio said that this is now a non-emergency resolution so a vote is not necessary. Mayor Smith stated let's put it out on the table with a vote and if you're not interested then we know. Boerio stated that as it is written I'm not sure if we could vote on it. Mayor Smith said that we can vote on it because I'm taking the emergency out and put based on compensation. We already have an existing position so we are setting the compensation for the position. Boerio stated the way it is written it states something else. Mayor Smith said that it is an easy fix. Haddix said we will take out the creating a permanent position. Boerio said as far as Section 3 is concerned, it is up to Haddix to name a person to fill the position and Council to set the compensation. Mayor Smith asked Haddix to make the changes for Council. Haddix stated a resolution establishing compensation for the Assistant Superintendent position is the title, the first whereas is correct, take out the second whereas, keep the third whereas and remove the fourth, takeout section 1, renumber section 2 to section 1, and 3 is now 2 that this Council hereby approves the position of Assistant Superintendent at pay rate up to \$26.00 per hour effective July 3rd. delete the promotion of Coomer, renumber section 4 to 3, section 5 to 4, delete 6, section 7 to 5. Madison said that since this is not an emergency, in section 3 are we going to modify the date. Haddix said to take out the new section 2 and put a period after \$26.00 per hour and delete the effective date of July 3, 2017. Boerio stated that \$26.00 is too high for this position and it would only be a dollar less than what Ledford is being paid now. Further

discussion by Council on the compensation resulted in a change to \$24.00 an hour. Mayor Smith presented the first reading, as amended by the Administrator, by title only Resolution 2017-38 establishing compensation.

4. A motion to adjourn the meeting was made by Madison at 7:10 pm, seconded Boerio, all yeas.



Nicole Armstrong, Fiscal Officer



James D. Smith, Mayor