

**Special Wage Workshop Meeting
Town of Nutter Fort
7/23/2019**

Mayor Maxson called the meeting to order in council chambers at 5:32 pm.

Attendance: Mayor Sam Maxson, Recorder Rezin Hudkins, Councilors William Benincosa, Natalie Haddix, Charlene Louk and Donald “Duck” Webster, Natalie Haddix, Karen Phillips, Leslie Cummings, (PW) Taylor Keith,

Absent: Treasurer Julia Foley, Police Chief Ron Godwin, Fire Chief Jeremy Haddix, Public Works: Code Enforcer Keith Kesling.

Guests: Jim & Charlotte Link

New Business: 1st reading on the wage table increase for Public Works and Office Staff, Fire Dept, Police Dept

A lengthy discussion was held for all the following Wage table increases (attached). Taylor, Natalie, Leslie broke down the wage table to explain it to the rest of council for the employees that will get an increase. There are steps/certifications for each dept in which an employee can see where they will stand in the event they grow within the town. Ron decided to move to the wage table instead of the 2% increase once he saw the benefit for his officers. Charlene stated we need something in place for a new hire that way there’s no question where someone is placed. Criteria for each step in the progression need to be established for employees to be objectively placed, based on their skills and certifications. Leslie said she talked to Julie about this today. Julie has started working on criteria for each level on the wage table for office staff. They can probably have theirs completed in a couple of weeks. Duck Stated we need to just give a 2% raise every year. Natalie stated she broke it down with the 2% raise and the longevity pay vs. the wage table and the difference through 2022 is a \$54,000.00 over the next 3 years. The reason it is such a huge amount is due to the 2 employees with such a high year of service. When you analyze the figures, it will be lower each year than the 2%. BJ brought up the fact that we pay for Health Care and there might come a time where we can’t afford to pay 100% of there benefits down the road. Charlene stated we need to raise all depts, so we can be more competitive with other businesses, and to retain employees. Everyone agreed this need re-evaluated every year to make sure the town can afford it. Charlene asked if we could have regular and overtime pay for employees both shown on the accounts payable. This will make wages more transparent and we can better understand what’s being paid out. Leslie responded that she can do this.

Meeting adjourned by acclamation at 6:28 pm

Respectfully submitted,

Rezin Davis Hudkins IV, Recorder

Sam Maxson, Mayor