

VILLAGE OF SMITHTON
COMMITTEE AS A WHOLE
September 11, 2018
7:00PM

Mayor Klein, Trustees Yoch, Smallwood, Becherer, Rogers were present. Trustee Elbe was absent. Trustee Becker arrived late. The meeting was called to order at 7:00pm.

Mayor Klein informed the board that he received a call Saturday evening from Rolo Rausch about tree stumps and logs washed into the culvert on the trail between Sand Rock and Autumn Ridge. The water was backed up almost into Haskenhoff's pool. Klein told Rausch that the debris would have to be removed in case more rain was coming. Rolo used the backhoe and removed the stump. It filled up the back of the one-ton pickup truck. They cut up the trunk to get it out. To get down to the debris Klein told them not to go on the trail but to go down through the back of "Mayor Mike" Coltharp's yard. Mrs. Coltharp was notified that we would be going through her yard. When the backhoe came up the hill it left deep ruts in the yard. Klein went out there and told Mrs. Coltharp that the village will fix the ruts and reseed the yard. Mrs. Coltharp told Klein that an electric dog fence was installed recently. When Klein inspected the area he found that the wires for the electric dog fence were cut by the backhoe. Klein told her that the village would repair that also. Rausch went out and did some repair work on Monday but will have to go back when the ground dries out to level it and reseed the area. Klein told the board that a gentleman from Southwoods came in and told him that the water had backed up all the way up Autumn Ash St. Klein and Engineer Saeger went out to look at the area. The street was covered in mud. Klein sent out the street guys to start cleaning it up. Klein called Mike Schutzenhofer to see if the firemen could do their training out there and hose down the street as part of their Monday night meeting. Before long Josh Bird brought out the firetruck and hosed off the street. The homeowners stated that they had water in their garage. Klein believes that the culvert on Season's Ridge and Autumn Ridge had logs and brush causing a blockage so that the retention pond water could not get out of the pond. Klein said that he talked to Jason Neff about his adjoining property. Neff told him that he is planning on putting in a lake eventually. That will help in the future with water retention. Klein reported that Knab Road was flooded as well as Highway 159.

Klein told the board that Clerk Parker called Mrs. Elmore and told her that the Village will cover the repair costs for her vehicle that was hit by Todd Grohmann. The repairs will be done at

J & J Autobody. She may need a rental car for three days. Parker called Enterprise Rental and was quoted \$30.00 per day. Enterprise quoted Elmore \$51.00 per day for the smallest car available. Klein then called Enterprise and was told that the price fluctuates daily depending on supply and demand. Elmore was told to go ahead and rent a vehicle.

Mayor Klein informed the board that Attorney Durso has reviewed the Development Services Agreement from BlueStem Energy. Durso advised Klein to walk away from the project. Durso stated that the agreement would be a long-term agreement with very vague details about the termination clause. Durso told Klein that the agreement does not show any benefit for the Village and there are no details about the actual feasibility study. After discussion the board decided to have Klein call Jake Griggs and inform him that the Village is not interested in entering into an agreement.

Mayor Klein asked the board to reconsider the office personnel salary. Klein stated that normally when there is a change in anyone's salary then an ordinance is created. When Debi Boeving took over for Marge Jarvis there was not an ordinance created. Boeving came in and received Jarvis's salary right away. Annette Parker has worked here twelve years and prior to that she worked in management at Ameren for twelve years. When we hired the Street Supervisor he came in at the previous Supervisor's salary. When street employees are hired and state that they have experience they are compensated for that in their starting salary. Many employees have been asking for direct deposit for a long time but Boeving never wanted to start that so it didn't happen. There have been customers asking if they can make payments on line or pay with a credit or debit card but Boeving did not want to implement that either. Now the girls are willing to try to implement these things. So in addition to her new duties Parker is willing to take on these new updated programs. On line payments and credit/debit card payments will help the office because the Village will get the payments but the credit card companies will have to get their money. Klein thinks that they should consider giving the girls an increase. Klein said he is afraid that the girls are going to walk and if they walk then he will walk. He asked the board what they would do with no one to work the office. Schlarman is making \$15.40 per hour and is doing a fantastic job. Klein thinks she should get an increase. Buehlhorn makes \$18.00 per hour after getting her last raise. Trustee Becherer stated that Buehlhorn is a dollar an hour lower than Parker right now. Klein suggested raising Schlarman to \$17.00 per hour, which is a dollar per hour less than Buehlhorn. Klein thinks that Buehlhorn's salary is close enough for now since she got her last raise. Klein thinks that Parker should get what Boeving was paid. She will be doing the same work that Boeving did and will be implementing modern technology. Klein stated that the board doesn't realize how much the girls go through everyday with irate customers and things like that. The street crew comes in saying that they have experience and are compensated without having proof. Todd Grohmann stated that he was an electrician but the guys say that he was not proficient at it at all. He was supposed to hang the bunting after Buddy Bauer's funeral but was afraid to get up on a six-foot ladder because he was afraid of heights. Klein has heard a lot of complaints about him but he

will be making around \$23.00 per hour after probation. Klein said that the board can blame the budget if they want to but the budget will really get screwed up if there are no employees to do the work. Klein stated that he and Engineer Saeger can't do everything. Becherer stated that the girls are scheduled to receive a .40cent an hour raise in 2019. Klein stated that he is very worried about this because none of the girls need to have their jobs. If they quit tomorrow they can survive. Klein would not blame them if they get mad and quit. They are in there working constantly. Becherer asked if Klein thought Schlarman should get \$17.15. Klein agreed. He stated that Buehlhorn has been here longer so should have a higher salary. Klein does think that Parker should get the salary that Boeving received. Trustee Smallwood stated that if Parker gets paid Boeving's salary it will cost the Village an extra \$6000.00 per year. Klein stated that Parker will probably save the Village that much with the updated programs she plans on implementing. Smallwood stated that the one problem he has with that scenario is that Buehlhorn should be moved up to Parker's salary if Parker and Schlarman's salary are being increased. Smallwood thought that with the ERI payments coming up, which he realizes is the board's fault, he thought that one area that they could save some money would be by not paying Boeving's salary. He doesn't care if the salaries are raised but doesn't think that implementing new programs is going to make up the difference. Klein stated that it won't make very much difference, but they won't be paying as many vacation days as Boeving had. Smallwood stated that he has had conversations with Trustee Elbe who has been thinking about the salary for the new Chief of Police position. Elbe is not planning on starting out the new Chief at the current salary. Smallwood stated that he wouldn't begrudge anyone making more money but if the girls don't need the jobs then they would be fine without them no matter what they are paid. Klein stated that they should be compensated for the work that they do. Smallwood stated that he doesn't disagree with that. Klein stated that the girls can actually do what they say that they can do, but the street crew are getting compensated for work that they say that they can do but can't. Trustee Yoch asked if anyone has threatened to walk out or are upset. Klein stated that they are all upset. Parker is upset because she is making the same amount she was before but is taking on new responsibilities. Parker has to look for things to perform the job without knowing where everything is because Boeving did not tell her where everything is. Smallwood doesn't think that Parker should be jumped up straight to Boeving's salary. Smallwood asked how long Boeving was Village Clerk. Klein responded that she worked 15 years before taking Jarvis's position and her salary. Parker has twelve years experience. Smallwood asked what the manpower was in the office at that time and was the office closed for an hour at lunch. Klein replied that the population was only 1200 people at that time and now there are 4000 people. Klein said that he is just trying to tell them how busy it is in the office. The girls put up with a lot of bullshit. Yoch states that he doesn't care what the board decides since they are not following the agreement anyway. Klein states that in the agreement the Office Manager makes \$22.05 per hour so the board wouldn't be going against the agreement by raising Parker's salary. Yoch stated that it's eight months until the girls would get a raise. He stated that Schlarman's salary was budgeted, but the savings created by not paying Boeving's salary was not entered in the budget so there will be a little bit

of leeway in the budget. Smallwood stated that it would be fair to increase the salary for all of them to what the advanced position would be. Schlarman would go from \$15.40 to \$18.15. Buehlhorn would go from \$18.15 to \$19.15. Parker would go up to \$22.05. Klein stated that Schlarman is taking over the Deputy Clerk position. Buehlhorn is taking over the Zoning Deputy Administrator position. They are both taking on more responsibilities. Klein stated that when the water bills are printed out it is a nightmare. Klein said that when he left the office at 12:30pm today the girls were on a conference call with the owners of the water bill software program trying to straighten out the system because it is outdated. Some of it was still being done by hand. Becherer stated that with the raises being given it would almost cover a 4th office employee. Klein didn't think that hiring a 4th employee would happen anytime soon. Klein also told the board that when the water bills go out they get lost if the post office in town sends them over to St. Louis. Then residents come in and complain that they didn't get their bill and don't want to be charged a late fee. Some residents complain that the water bill is the only bill that they receive that they can't pay online. Yoch stated that has been requested for five years now and Debi hasn't started it. Klein responded that the girls are trying to take care of that now and that the board will see a tremendous improvement. Klein stated that there is always work to be done. Becherer asked if the girls would still get a .40cent raise in May of 2019. He said that May will be the end of the previous agreement. Trustee Becker stated that the girls have an advantage by working in town. Klein stated that it is also a disadvantage because when they go out around town there are always residents asking questions or complaining to them. Becker asked what other amount Parker is getting paid. Klein replied that the Village Clerk gets paid \$3360.00 per year. Becker asked if that amount could be changed. Klein and the board replied no. Becherer stated that the combined raise amounts would total \$6.45 per hour. Rogers asked if it was okay to give them uneven raise amounts. Klein stated that the raise is equal to the position that they are taking over. Becker asked how the time is being spent when the office closes from 12:30 to 1:30pm. Klein replied that they are using the time well. They are still answering the phones and working during the closed hour. Today was a good example because they were able to do the conference call. They stagger their lunches. Klein asked the board if he should put it on the agenda for the next meeting. The board agreed. Becherer said that the ordinance will have to be changed. Klein thought that they should still get the scheduled raise next May. Yoch said that if other employees ask about the raises then it can be explained that the salary was raised because the positions were changed.

Mayor Klein informed the board that he had heard last week that Todd Grohmann was looking for a new job. Friday when he checked in with the office he was told that Grohmann had turned in a letter of resignation. He is going to work for Chick Fritz. Grohmann has given two weeks notice, with his last day being Friday, September 21, 2018. Trustee Yoch stated that he talked to Grohmann and was told that he had already applied to Chick Fritz when he applied here. Chick Fritz then called and asked him if he was still interested in working for them. Grohman told them yes. Klein told the board that someone came in already Friday and filled

out an application. Klein stated that the board can start looking through the applications again. Klein will put Grohmann's resignation on the agenda for the next board meeting.

CODE BOOK UPDATE – The board reviewed the code book.

Mayor Klein informed the board that First National Bank of Waterloo is getting ready to build on the lot that they own next to Dollar General. They have not applied for a building permit yet.

TREE AND STUMP REMOVAL – Mayor Klein informed the board that he thinks the trees and stumps should be removed on East Street. There is a small berm there that should stay. Rip-rap should be put in between the waterway and East Street. Klein said that he made out a work order for the street crew to trim the trees on Cass Street next to Becker Flooring. Klein is going to check with Supervisor Fults to see if Dean Deterding will chip the tree limbs but leave the trunks in case anyone wants to cut it for firewood.

SAFE ROUTES TO SCHOOL – Mayor Klein informed the board that Mr. Wamser called him regarding the options for the Safe Routes to School. Klein invited Wamser to attend a meeting with Engineer Saeger, Tim Pruitt, Mark Rujawitz and Klein. Wamser did attend the meeting. Saeger can give more information to the board about the meeting since Klein had to leave early due to an emergency call.

PICKLEBALL LINES ESTIMATE - Mayor Klein reminded the board that Engineer Saeger was contacted about installing pickle-ball lines on the tennis court. There is a \$750.00 estimate for the project. The interested person stated that she may donate money to help with the cost. Klein stated that he had the street guys spray off the tennis court lines but they are still hard to see. The board decided not to proceed with Pickleball lines at this time. Klein stated that it will have to be on the agenda for the next board meeting and brought to a vote.

Meeting was adjourned at 9:45pm.