

Village of Wapella Board Meeting – Closed Session

Wednesday, May 21st, 2025

Village Hall

Entered in to Closed Session at 8:13pm.

ROLL CALL:

Present:

Mark Miller
Sara Goergen
Jane Buraglio
John Goergen
Dennis Boyce
Sean Holland
Steve Mahrt – Attorney
Robin Morrow, Clerk

1) Discussion of the appointment, employment, compensation, discipline, performance, or dismissal of specific employee(s).

Jane explained that the reason for tonight's closed session is that every May we need to review the employee salaries. She said that in this session we also need to discuss appointing a Clerk which will be voted on in Open Session. She passed out to everyone what the current salary for Clerk is \$500/mo. and for Collector is \$300/mo. This salary was set for a 4-year term. Jane recommended that Robin Morrow be appointed to Clerk/Collector and also recommended that the salary for the newly appointed Clerk/Collector be raised since it has not be raised in four years. Jane recommended that the increase be equal pay to \$600/mo. for Clerk and \$600/mo. for Collector. This will reflect an overall increase of \$400/mo. She also stated that she felt Robin Morrow is an excellent Clerk and has gone above and beyond in dealing with water bills and customers as Collector. Jane recommended that the increase be retroactive to April.

Robin added that there was a review several months back of the hours per week spent on Village business as Clerk/Collector to calculate what the approximate hourly rate was based on current salary. Although she is not in the village hall every day due to a full-time position, her work allows her to work from home. She makes calls from her personal phone, as well as receives calls and texts from village customers at all times of the day. She agrees with equal pay for both positions and the \$600 and \$600 were acceptable. Not looking for an hourly rate. Robin was ok with staying with the monthly salary.

Mark asked about what the hours per month. It is approximately 64-65 hours per month. Mark asked about security. Nothing is kept on the kitchen table and payments are always delivered the next day to the accountant.

The board discussed the calculations of what the hourly wage would be based on the number of hours worked. Jane reminded everyone that the motion to appoint with the new salary would need to be made and that a motion for the retro-pay to April.

Jane continued discussing her calculations for each of the other employees broke down as follows:

Natalie Barr – She currently manages the Community Center rentals and the Ballfield scheduling at a rate of \$175/mo. and with a 3% increase would be \$180.25/mo. Jane suggested \$200/mo.

She also does the Community Center cleaning at a rate of \$17/hr. and with a 3% increase would take it to \$17.50/hr. Jane suggested \$18/hr. She averages about 17 hours per month.

Sean stated that going to the \$18/hr. would be more like a 6% increase. He also mentions the number of people who complain to him about things like salaries.

Mark suggested putting the new rate for cleaning to \$17.50 and the rentals/scheduling to \$200/mo. Everyone seemed to be in agreement.

Steve Evans manages the park landscaping and is currently getting \$19/hr. And with a 3% increase would take it to \$19.57/hr. Jane suggested \$20/hr.

In general, he puts in an average of 80 hours a month. Jane also pointed out that he did get his spraying license this year as well. Sara suggested just doing the \$19.50/hr. Mark did the math and calculated his is making approximately \$1600/mo. Sean agreed with the \$19.50 and Mark agreed.

Steve Westerfield is the water operator and is currently getting \$1450/mo. And with a 3% increase would take it to \$1493.50/mo. Jane suggested \$1500/mo.

Jane asked if there were any suggestions from the board. John stated he had never met him. Sara suggested just doing the 3% for now.

Paul Schmid – Full Time Lead Maintenance – currently making \$25.50/hr. with a 3% increase would take it to \$26.25. Jane suggested \$26.50.

Paul does have a sprayer's license now. Mark expressed concern about a legal issue with not having CDL. They continued to discuss these concerns with the employees and having a CDL. Sara suggested just doing the \$25.25/hr.

Rex Haycraft – Full Time Maintenance – he had gone from a part-time position to full-time in January 2025. He is currently making \$18.50/hr. which is what he was making as part-time. The last employee was making \$22/hr. and with a 3% increase would take it to \$22.66/hr. Jane suggested \$23/hr. She also mentioned that she felt he should be compensated for back wages at the \$22/hr. for when he was only making the part-time wage and working full-time and it should be retroactive. Sara commented that she felt he should have stayed at the same rate during his 90-day probationary period. Dennis also commented about the probationary period, and they continued to discuss further.

Sara asked what the starting pay was for maintenance employees. Jane responded that it was \$17.50. Mark asked what he was making in January when he became full-time, and Jane responded to \$18.50/hr. Steve calculated that the retro would be approximately \$2200 to catch him up to full-time pay. Steve stated that even with promotions there is usually a 90-day probationary period as well. Jane suggested only going back to April 24, 2025, for retro pay.

Mark suggested taking Rex to \$23/hr. and retro to April 24th.

Rick Lord – Part Time Maintenance – he is currently making \$17.50/hr. and with a 3% increase would take it to \$18.03/hr. Jane suggested \$18/hr.

It was agreed that Rick would stay where he is until he has completed his 90-day probationary period.

Motion made by Jane Buraglio to exit closed session. Second by Seah Holland. All voting yet.

Closed session ended at 8:55pm.

Respectfully submitted by:

Robin Morrow, Village Clerk