

CITY OF SHEPHERDSVILLE
MONDAY, December 13, 2021
6:30 PM

Invocation given by Nick Towles, Impact Church of God Shepherdsville and the Pledge of Allegiance was recited.

Mayor Hockenbury called the meeting to order at 6:33 p.m.

Council Members Carter, Cline, Enlow, Hibbard, Huffman, and Newton were present.

Mayor Hockenbury asked for a motion to approve the 11/8/2021 regular meeting minutes. Motion made by Kenny Newton. 2nd by Stacey Cline. Motion carried 5-1-0.

Mayor Hockenbury asked for a motion to approve the 11/16/2021 special meeting minutes. Motion made by Deb Huffman. 2nd by Stacey Cline. Motion carried 5-1-0.

Mayor Hockenbury announced that the December 27th meeting is cancelled due to the holidays.

Bryanna Carroll, KLC Director of Public Affairs was in attendance to present Representative Russell Webber with the *Kentucky League of Cities Friend of the City Award*. She went on to say how much help us free CRS; and that effort was an uphill battle for those of you that have been around. He is a great Representative for you, for his District, for cities across the state; we can call on him at any time. He is always accessible, answers the phone at any time, day, or night. Or I can work on this request because you need a Legislator to work on this. And he said, sure. It was monumental and huge life changing for all of us. And as you guys have paid attention what it is doing now for your rates. We are we now seeing you pitch the high points for your rates, and we will start to see a decline which is a lot earlier than we anticipated. It is because of him so that we now see a focus just on CRS instead of that state system. But not just on pensions. He is just a great advocate for local government and cities, and we greatly appreciate his efforts. This year our Board; and you guys are lucky enough to have Curtis, your Mayor sit on our Board which is wonderful. We were honored to have you on our Board as well. We appreciate you all allowing us to come and present this Award for Representative Webber.

NEW BUSINESS

Tonya Taylor, City Finance Officer gave a Power Point presentation on the Position Analysis for Public Works and Sewer Department from the information received from Mercer. The Council asked a few questions and Duane "Rocky" Price presented the Council with a Sewer pay scale comparison he got from calling surrounding cities. These are in the 75-percentile range. This is what the study shows Group One, zero to two years, average pay will be \$21.10; Group 2 two to four years \$25.28; Group Three would be \$28.25, which is five years. I am going to break down some of these pays. Starting off if you have gotten somebody that has been here about a year, including their part time, their part time was full time through the pandemic, they did put in 40 hours a week. They are currently at \$19.34 plus two years \$20.29; plus two years \$21.18 plus three years \$22.90. We have an eight-month guy at \$26.00; he required a Class Two license \$27.00. The next one down \$25.99, he also acquired a license, so increase \$0.50s. Nine years at \$25.99. Myself, with a Class Four license, and now that everything has been adjusted \$33.54, I have been here nine years, and I have acquired all licensing available to me. The last one \$30.22. That is 18 years. If you average all of these together and then did a dividend on that, you would probably be within these numbers. But individually, it shows our four lowest guys are \$4.00 on the low end, but at the 75-percentile

it is \$21.10. We have guys that have been here two to four years. And the next step up would be at the 75%. It will be \$25.28 so they are about \$3.00 to \$4.00 off. So, do these guys have any certification? They have all certification, but licensing, they do not have Class One, Two, Three or Four but they do have all of the certifications. That is what I believe wastewater maintenance worker one stands for the wastewater one has no licensing certifications. And I am looking at that. But as far as licensing, you also have to take in experience and the experience that they brought here, they were not compensated for when they were hired, because that is not how we have done things. You were not compensated for what you did before you were brought in at what our pay rate was. So, if you look at these numbers and compare, we are going to lose our guys if we cannot do something about this. They know we are doing an assessment. We are going to structure everything else. We talked about giving an increase to our guys, as far as paid for July 1st, this would have been a pay raise for these guys. I know that we are trying to tie this into an assessment and a structure, I believe for retirement purposes. Council Comment: Not only for that, the goal is not to take anything away from the guys, employees. That is not the goal here. The goal is to have a structure that Shepherdsville and Shepherdsville employees can benefit from, if we give raises, it can result in spiking for employees, if they are close to retirement. Part of that is because we do not have a job description that goes with it. All of the employees have the same job description. And as you promote up through the levels, you should get a new job description. Rocky should have a Senior Operator, or some other job description as opposed to maintenance worker. We should have those different tiers within the structures that allows for the raises as they move through, get their certification, and move up. And it also allows when we report it to the retirement system, that they understand why you got it. Not just because. You have gotten a promotion. You now get the raise and there is no penalty that comes with that. Rocky Price: And I completely agree with moving forward with the structure. But what we are lacking is what we have done in the past. And that has been nothing. And that is where we are falling behind that even with the assessment, these guys are still waiting for some type of showmanship that you all are here for them. We have discussed this; this was a promise that the Council made. And there has still been no action on this. These guys are coming in, they are putting their time in. I think it is proposed to have different job titles. Council Comment: We're working on the different job titles now and getting them ready to go in the job classification ordinance. We're probably going to end up passing the job classification descriptions before we pass the rest of it because we've got to sit down and do the numbers on all departments, we need to meet with Darren, because he's going to help us set up a longevity scale that's fair to the whole City, and to you all, and then what we'll be doing is getting rid of some of the incentive pays, because we're going to change it to include into your tier levels. That way, you are going to make that money by moving up in your class. And the base pay will also help with raises. Rocky Price: I know in the past there have been percentage raises, and those raises, when you use incentives, they do not care. They are only giving you that percentage on your base pay. So, your base pay goes up a very small amount. And it really does not have an impact. Council Comment: The way we're going to change this, and it's just something that unfortunately takes time, and we have to have meetings, and then we get cancelled because people get sick and things come up so we're not moving as fast as we would like to; we can start getting ready, because I want to get it passed as soon as we can. But it is just not going to happen quick enough as we would like it. Rocky Price: When you talk about structure, are you talking about the structures that they gave us? Council Comment: Yes, the ones that they did for their different levels, the employees now are going to have Maintenance Worker, one, two, whatever, however, each one of those is going to have a certain hourly wage that comes with it. So instead of giving them \$0.50 cents for a Class One, they are going to move up to this next level, which will give them whatever that level is, which will be better than \$0.50 cents. Council Comment: I do not understand, why is Darrin setting the pay scale? He is not setting the scale, he is setting the pattern of it, and then all the department heads are going to look it over. And he is going to help them to understand it, they said that his is the one that works the best for the police. And it would work for all the others too. So, we are just even to the whole City instead of one group gets this;

one group gets that; we are going to end up with something that is fair to everybody, and everybody will get the same thing. It is just not something we can write. It is just difficult. Like I am saying, the assessment was supposed to be one thing. Rocky Price: These pay increases were supposed to be completely separate from that. And now we are going to be hanging in here well past next year in a different budget cycle. And these guys still have gotten nothing. I am just trying to understand the best that I can where we stand. Council Comment: Well, I am going to work hard to help push this forward and get this going. I am going to get with Darren and I and Tonya can all meet so we can get it rolling. That is what we need. We need to get it rolling. That is not happening with that part yet. Rocky Price: So, do we have a committee for this? Council Comment: We have a policy committee. Yes. Rocky Price: Is it the same people? Council Comment: Yes. The thing is, we cannot all come during the day when the employees are here. And the Mayor said no more after hour meetings. I am going to have to come in later in the week when I am off on vacation. Stacey Cline: I cannot come in during the week. When I was elected, I was not supposed to be here during the week. Council Comment: Do you know if all the guys that were supposed to get their pay increases have? Tonya Taylor: They have not. I know Gayla is working on it. Now she is out sick. Did they not get all their backpay? I believe it is current today. But one of the other issues is that Gayla sent out an email, asking them to confirm the right salary. And she got no response. So, in Gayla's, defense, she does not want to do all the calculations that go with paying back pay and then somebody come in saying, well, that is not right. Council Comment: Do you mean she emailed them? And they never responded? Tonya Taylor: Yes. She sent it to all the employees and to the Department Heads. She has gotten it now, but she had to talk to them individually and they are all updated. You know, it is really important when she sends something out and ask is this right; that they confirm; because she does not want to go through all of the process to calculate all the hours of what they should get, then pay and it comes back wrong. I believe she has everything; she was waiting on a couple forms to be signed by Scott or Arthur. But once she got that today, she was going to calculate and email. Scott was able to talk to every employee and was supposed to get it with their pay sheets. She was asking, Is this correct? She said that someone had to offer so they needed to be signed asking is this the right dollar amount. Is this what you think it should be? She was asking for details on the format of what was owed for when and who. And I am not sure if she got that information.

City Attorney Tammy Baker had first reading of Ordinance 021-036 closing a portion of Buffalo Run Road. The applicant is requesting instead of waiting for weeks if we could schedule a Special Meeting for the second reading. Attorney Eric Farris addressed the Council about the closure. City Attorney Baker: I would think it would take 10 minutes maximum. By the time I read, just sit down, open the meeting, read it. After some discussion it was decided to have a Special Meeting for the second reading on Monday, December 20, 2021, 6:00.

City Attorney Tammy Baker: I think we might need to discuss this one really quick. Before I do the reading, there are two separate versions of the Ordinance in front of you. One is to add the Accounting Clerk. Tonya desperately needs the Accounting Clerk. And I think she can explain that if she needs to. But I think that is a very pressing need for the City. So, I know we had talked before the meeting. We are working to revamp the entire Ordinance. But this is one of those things that really cannot wait for her to be able to do what she needs to do it because we were reading that for the Accounting Clerk. Arthur suggested since we were reading the Accounting Clerk why don't we add the Wastewater Clerk So I can read it either way, with just the Accounting Clerk or with both, I just need some direction from the Council. After discussion it was decided to read the Ordinance adding both the Accounting Clerk and the Wastewater Clerk.

OLD BUSINESS

Discussion on whether to bring the two Mt. Washington proposed Text Amendments off the table. It was decided to take no action and remove it from the Agenda.

DEPARTMENT REPORTS

Chief Layne Troutman: what this is we received a grant for the exhaust system that is for the trucks to remove the exhaust fumes from the bays. We have the Magna Grip system that we installed at Station Two. So now we are using this grant to put a new system in here; however, there are only two systems out there, Plymo Vent and Magna Grip. The only two that sell and service exhaust systems. The system we have at Station Two is Magna Grip. What I want to do is use the HGAC bidding process and just go ahead and purchase the Magna Grip system that matches Station Two. That way if we send a truck from here to Station Two, they can hook onto the system. And if Station Two trucks come over here, they can hook on to it. I just need your permission to use it if you would allow me. Lisa Carter made motion to approve. Bonnie Enlow 2nd. Motion carried 6-0.

COUNCIL COMMENTS

Lisa Carter: Would like more information on the Drone Project at the 1/10/22 meeting. Also reported Highway 44 will be cleaned up this week.

Kenny Newton: Asked about progress on the Splash Pad. Public Works Foreman Tom LaFollette reported that it is being help up by the tank it is required to have. He stated he has reached out to the State Department on lessening restriction on the tank which would greatly reduce cost.

Stacey Cline: Thanked the Public Works Department on how good all the Christmas Decorations look and thanked the Police and Fire Departments for help with the parade.

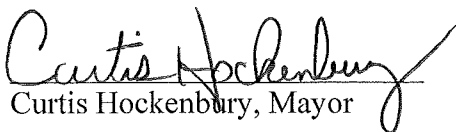
Bonnie Enlow: Stated everything looks great. Thanked the Police and Fire Departments for all their work during the storm. Reported a lot of churches are collecting donations for those affected by the tornadoes this past weekend.

Mayor Hockenbury asked for a motion to adjourn to Executive Session to discuss economic development and pending litigation 61.810 (c), (g). Lisa Carter made motion to adjourn to Executive Session. Bonnie Enlow 2nd. Bob Fouts was invited into Executive Session to discuss economic development and Tonya Taylor was invited in for discussion with the Council. Motion carried 6-0.

Kenny Newton made motion to return to Regular Session. Lisa Carter 2nd. Motion carried 6-0. Mayor Hockenbury reported there was no action taken.

ADJOURN

Mike Hibbard made motion to adjourn. Kenny Newton 2nd. Motion carried 6-0. Meeting adjourned at 8:14 p.m.


Curtis Hockenbury, Mayor


Tammy Richmond, City Clerk