

CITY OF OSAGE CITY

COUNCIL MEETING

November 9, 2021

ROLL CALL: Now on this 9th day of November 2021 the Governing Body of the City of Osage City, Kansas, met at the Osage City Council Chamber in said City. The following members being present and participating to wit were: Mayor: Becky Brewer. Council Members: Jim Peterson, Bruce Schoepflin, Karey Heiserman, Mike Gilliland, Jeanette Swarts, Cathryn Houghton and Sharon Larson. Council Member: Dale Schwieger attended remotely. Officials present: Rick Godderz, City Attorney; Rod Willis, City Manager and Katie Hodge, City Treasurer. Excused: Terri Fultz, City Clerk and Sadie Boos, Deputy City Clerk. Electric Distribution Department - Jason Mullinix, Travis Buchman, Joe Ryan, Krimzyn Clark; Water/Sewer/Gas Department – Kevin Stromgren and Drake Whalen. Others present: Eric Tincher and Girl Scout Junior Cadettes Troop (Grades 4th, 5th, 6th & 7th).

APPROVAL OF THE AGENDA:

Motion made by Heiserman, second by Schoepflin to approve the amended agenda. The motion was declared carried.

RECOGNITION OF VISITORS: None

APPROVAL OF THE CONSENT AGENDA:

1. Approval of October 26, 2021 Regular Meeting Minutes.

Motion made by Heiserman, second by Swarts to approve the consent agenda. The motion was declared carried.

BUSINESS BEFORE THE COUNCIL:

1. Staff Retention Committee update – Mayor Becky Brewer:

Mayor Brewer provided a summary from the last Employee Retention and Recruitment Committee meeting held on October 28, 2021. At the meeting salary, wages and benefits were discussed with pay and benefits being the top priority concerns.

The City Council for 2022 had budgeted for an increase of 7% to the pay matrix. Mayor Brewer asked for the 2022 pay matrix to be approved now by City Council, instead of waiting until the end of the year for approval.

Council Member Heiserman asked during the Employee Retention and Recruitment Committee meeting if a 3 to 5 year plan could be looked at so employees would have an idea of the increases going into the future.

City Employees present at the meeting voiced their concern that the proposed matrix for 2022 with the 7% increase had not been communicated to them.

The City Council asked if it could be brought back to the next council meeting what the costs would be if the City were to pay 100% of the single health insurance premium for all plans. Also, what the City pays for life insurance for the employee presently.

- 2. Approval of the 2022 Pay Matrix for a 7.0% COLA effective January 1, 2022 for all hourly employees except part-time seasonal employees with less than 6 years of employment with the City – Mayor Becky Brewer:**

Council Member Schoepflin asked why the part-time seasonal employees were not included. The part-time seasonal employee matrix was addressed a few years ago and those employees with less than 6 years of employment with the City were excluded but if they had 6 years or more than the COLA increase was given. It was also asked that the Elected Officials not receive COLA increase in 2022.

Motion made by Peterson to approve the 2022 Pay Matrix for a 7% COLA effective January 1, 2022 for all hourly employees except part-time seasonal employees with less than 6 years of employment with the City. Due to lack of a second, the motion was declared not carried.

Motion made by Schoepflin, second by Heiserman to approval the 2022 Pay Matrix for a 7% COLA increase effective January 1, 2022 for all hourly employees except part-time season employees with less than 6 years of employment with the City, with the exclusion of the COLA increase for all Elected Officials for 2022. The motion was declared carried.

- 3. Approval of a 7.0% COLA effective January 1, 2022 for all exempt employees on salary – Mayor Becky Brewer:**

Motion made by Houghton, second by Schoepflin to approve a 7% COLA effective January 1, 2022 for all exempt employees on salary. The motion was declared carried.

- 4. Approval of 2021 Employee Bonus Expenditure of \$3,500.00 to be disbursed in Chamber Bucks at \$100.00 per employee – Mayor Becky Brewer:**

Motion made by Larson, second by Gilliland to approve a 2021 Employee Bonus Expenditure of \$3,500.00 to be disbursed in Chamber Bucks at \$100.00 per employee excluding all Elected Officials. The motion was declared carried.

- 5. Official Election Results for November 2, 2021 following canvass of votes on Monday November 8, 2021 – Osage County Elections Clerk Dena R. McMahon:**

City Manager Rod Willis presented the Official Election results for the November 2, 2021 provided and certified by Osage County Election Officer Rhonda Beets.

- 6. Certificate of Completion for CDBG-CV Grant Program in the amount of \$173,600 for Small Businesses and the Food Pantry in Osage City – Debbie M. Beck, CDBG Program Manager for the Kansas Department of Commerce:**

City Manager Rod Willis provided the Certificate of Completion Letter written to Mayor Becky Brewer for the CDBG No. 20CV-102 by the Kansas Department of Commerce.

7. Kansas Airport Improvement Program (KAIP) Grant application in the amount of \$89,375.87 submitted for a concrete floor in the T-Hanger at the airport:

City Manager Rod Willis provided the Kansas Airport Improvement Program (KAIP) Grant application in the amount of \$89,375.87 to put a concrete floor in the T-Hanger at the airport. The approximate cost was given by Street Superintendent Fred Hallowell with 15% added in for the price increase of concrete. Determination usually takes a couple months to find out if the application was approved.

8. Phase 2 and Phase 3 Sewer Project Progress Meeting No. 5 Minutes – Waldo Margheim, P.E. of Burns & McDonnell:

City Manager Rod Willis provided the Progress Meeting No. 5 Minutes taken by Waldo Margheim, P.E. of Burns & McDonnell. Utility Solutions has given Waldo five interested subcontractors to complete the open cut trench work left on the project. One company out of Topeka has said they could start work right away. Waldo has to discuss with Utility Solutions what additional costs will be involved in hiring a new contractor to finish the work.

City Manager Rod Willis reported that Utility Solutions has been cleaning up areas where the ground was disturbed and planting grass seeds.

9. KDHE response letter to EPA semi-annual report – Frank Weinhold, P.E. of the Municipal Programs Unit of the Bureau of Water:

City Manager Rod Willis said that the response letter from Frank Weinhold of KDHE accepted the EPA semi-annual report with no changes needed.

10. City Manager updates:

Thursday November 11th is Veterans Day and the City Offices are closed. Rod said as the Vice President of the Kansas Municipal Gas Agency (KMGA), he will go to Cheney, Kansas to present the Mike Gilliland Award to Water, Gas and Sewer Maintenance Department Superintendent Brad Ewy at their City Council meeting.

October 27th Rod and Fred Hallowell went out to the Osage County Solid Waste Landfill to see Glen Tyson with Osage County, receive an award from Ripple Glass. Fred was instrumental in getting the County to build a silo to house the recycled glass. Osage County has been the leading County in the area to recycle the most glass. This recycling effort helps in reducing the weight for the trash that Osage City takes to the landfill.

October 29th the pre-contractor meeting was held at the Star Block Building. There were 10 contractors present.

November 3rd there were 3 candidates interviewed for the Utility Director position.

Today both Rod and Anne Willis gave a presentation of the Star Block Building renovation to the Jersey Creek Women's group at the Osage City Public Library. The group gave a \$25.00 donation for the renovation of the Star Block Building.

Saturday November 13th is the annual Christmas on Market, theme “Candyland”, event with the parade and lighting that evening.

November 17th Rod and Waldo Margheim will have a teleconference with the EPA in regards to the American Iron and Steel (AIS). Whenever Federal dollars are used you have to guarantee that American made steel is used in any of the material used in the project.

November 18th Rod will be attending the EMP3 meeting in McPherson.

November 19th is the next Phase 2 and Phase 3 Progress Meeting.

11. Council Member Jeanette Swarts – Crosswalk area concern:

The crosswalk in concern is the east/west crosswalk on K31/Market Street and Holliday by the Casey General Store and Dollar General Store. There is no lighting there so it is dark and needs to have more lighting installed. There are signs that are luminated when the vehicle lights hit them but no other lighting.

12. Executive Session for personnel matters of non-elected personnel to include Mayor and City Council, City Attorney, City Clerk, Deputy City Manager, and City Manager:

Motion made by Schoepflin, second by Heiserman at 8:11 p.m. to recess to Executive Session for a period of 10 minutes for Personnel Matters of Non-Elected Personnel to include Mayor, City Council, City Attorney, City Clerk, Deputy City Manager, and City Manager. The motion was declared carried.

At 8:21 p.m. Mayor Brewer declared the meeting back into open session. No formal action to be taken.

13. Executive Session for personnel matters of non-elected personnel to include Mayor and City Council, City Attorney, City Clerk, Deputy City Manager, and City Manager:

Motion made by Heiserman, second by Houghton at 8:23 p.m. to recess to Executive Session for a period of 2 minutes for Personnel Matters of Non-Elected Personnel to include Mayor, City Council, City Attorney, City Clerk, Deputy City Manager, and City Manager. The motion was declared carried.

At 8:25 p.m. Mayor Brewer declared the meeting back into open session. No formal action to be taken.

14. Executive Session for personnel matters of non-elected personnel to include Mayor and City Council, City Attorney, City Clerk, Deputy City Manager, and City Manager:

Motion made by Heiserman, second by Schwieger at 8:26 p.m. to recess to Executive Session for a period of 3 minutes for Personnel Matters of Non-Elected Personnel to include Mayor, City Council, City Attorney, City Clerk, Deputy City Manager, and City Manager. The motion was declared carried.

At 8:29 p.m. Mayor Brewer declared the meeting back into open session. No formal action to be taken.

ADJOURNMENT: *At the request of Council Member Heiserman at 8:31 p.m., and on her motion, seconded by Council Member Larson and carried unanimously, the meeting adjourned.*

APPROVED: _____ ATTESSED: _____

Rebecca Brewer
Mayor

Teresa Fultz
City Clerk