

Called meeting November 20, 2018 at Livingston City Hall at 5:00 p.m.

Alderman Present: Kelly Coleman
Ronald Dishman
Ken Dodson
David Langford
Chris Speck
Bill Winningham

Alderman Absent: None

Mayor Curtis Hayes called the meeting to order.

This meeting was to discuss the proposed pay scale.

Mayor Hayes stated that Richard Stokes from MTAS had done a pay compensation study a while back. Mayor Hayes stated that the city could not afford that pay scale that MTAS had provided. He stated that he and his supervisors worked on a pay scale that they felt that the city could afford.

Mayor Hayes stated that the cost would be approximately \$329,082.53 for all departments. He stated that we have a unique staff and we provide a lot of services. We are in jeopardy of losing some qualified employees due to the pay.

Alderman Dodson stated that we have band aided the problem in the past but we have not fixed the problem.

Alderman Coleman stated he thinks the pay scale should recognize the level of dangers/risk, level of experience, etc. He stated that some of the hourly rates are an embarrassment.

Alderman Dishman stated that he wants a pay scale for all employees. He wants it to be fair for all employees. We need to be able to find the money to do this.

Alderman Langford stated that it takes all the employees to make it work but he doesn't feel that we need to borrow money to give raises. He doesn't want to promise them something we can't afford.

Alderman Speck and Vice-Mayor Winningham stated that taxes should have been raised some each year.

Chief Etheredge stated that they have a crisis in the police department because some long serving officers are leaving. He has lost 5 certified officers this year. Some have retired but others have left because of the pay. If the pay scale doesn't change, he might lose some more officers.

He presented a pay plan for his department that would use existing money that came from some officers retiring and the new officers coming in at a lower pay rate. He also stated that Captain Halfacre would be leaving and he was going to leave that position vacant. He stated he was not asking for any new money. Chief Etheredge stated that his proposed pay plan did not include him receiving a raise. He ask the Board to fix the officers pay immediately.

Several other supervisors stated that they also have employees thinking about leaving.

After discussion, Chris Speck made the motion to go with Greg's pay rate plan. Bill Winningham seconded the motion. The vote was 4 yes with David Langford and Ronald Dishman voting no.

After discussion about the other department's pay scale, Ken Dodson made the motion to approve the pay scale presented by the Mayor effective July 1, 2019. Kelly Coleman seconded the motion. The vote was 4 yes with David Langford voting no and Ronald Dishman abstaining.

Ken Dodson made the motion to adjourn. Kelly Coleman seconded the motion. The vote was 6 yes and 0 no.

Mayor

ATTEST: _____
Vice-Mayor