

Board of Public Affairs

Special Meeting Minutes – New Hire / Utilities

November 8, 2023

1:00pm

Mr. Bill Pinkava called the meeting to order.

Recognition of visitors: Mr. Neill, Mrs. Richards, Ms. Dahlhausen, and Mrs. Biegacki

Roll Call: Mr. Bill Pinkava – present / Mr. Curt Johnson – Present

Mr. Pinkava asked Mr. Neill about the new hire for the Utility department. Mr. Neill stated he would like to offer the position to Kyle Ehrhart. Mr. Neill stated he would be the utilities assistant. Ms. Dahlhausen stated his starting salary would be \$19.50 according to the pay rate guide. Mr. Pinkava would like this starting salary to be changed. Mr. Pinkava has asked Mr. Neill if he has discussed the pay scale with Mr. Ehrhart. Mr. Neill stated that he has not brought up any dollar amount with him. Mr. Neill stated that what Mr. Ehrhart saw on-line is the dollar amount he assumes the applicant is going with. Mr. Pinkava has asked Mr. Neill if he is hiring for water, sewer, or both. Mr. Neill stated Mr. Ehrhart would be hired for both water and sewer. Mr. Neill stated Mr. Ehrhart will need a Water (I) license and a class (II) Wastewater license as well. Mr. Neill stated Mr. Ehrhart does understand that these licenses are required for the position he is applying for. Ms. Dahlhausen stated that Mr. Ehrhart does not currently have either license for this position. Ms. Dahlhausen recommended a lower starting wage with the opportunity to increase the hourly wage once the Water (I) license has been obtained. Mr. Johnson stated these licenses take a year to obtain. Mr. Johnson stated that it will take 3 years to obtain a Water (I) license along with the class (II) Wastewater license. Mr. Johnson would like to offer Mr. Ehrhart more and hour but does understand the complexity of the position and Mr. Ehrhart not having these licenses already.

Mr. Neill stated that Mr. Ehrhart will be responsible for paying for the classes up front. Once Mr. Ehrhart passes the class and obtains his license, the Village of Burton will reimburse him.

Ms. Dahlhausen stated it would be a good incentive for Mr. Ehrhart to obtain his license first, then he would have his hourly rate increased. Mr. Neill agrees on the rate reduction and does agree on the incentive for obtaining the license. Mr. Johnson and Mr. Pinkava have stated that the Village of Burton does pay full benefits for all their employees, which turns out to be more approximately \$6.00 an hour.

Mr. Pinkava made a motion to consider Mr. Kyle Ehrhart for the position of the Utilities assistant at \$18.75 an hour. This will include the standard full benefits package paid for by the Village of Burton. Once his Water (I) test has been passed, Mr. Ehrhart will receive a \$1.00 more an hour. Once Mr. Ehrhart passes his Sewer (I) license, he will again receive \$1.00 more an hour. Mr. Ehrhart must pass his Water 1 test within his first year of hire and pass his Sewer (1) test within

the second year from his date of hire. At two years of employment, having successfully passed both tests, Mr. Ehrhart will have an hourly rate of \$20.75.

Motion seconded by Mr. Johnson. By voice vote, motion has passed.

Motion to hire will proceed to The Village of Burton Council for approval.

Mr. Pinkava made a motion to adjourn the meeting.

Meeting adjourned at 1:36pm.