

**CITY OF ORONOCO
SPECIAL CITY COUNCIL MEETING
WEDNESDAY, June 8, 2005**

This special City Council meeting is to review results of the personnel committee and hire an individual for the vacant groundskeeper/custodian position.

Bertsinger called meeting to order at 8PM.

Present: Joy Bertsinger, Scott Keigley, Tom Novak, Jackie Hall, Clerk Nymann

Absent: Kevin McDermott

Council reviewed applications. Bertsinger was unable to review applications with the Personnel Committee, so McDermott stood in on interviews on Monday. Keigley and McDermott narrowed it down to 3, all 3 have good experience and background. Candidates A & B can start immediately, candidate C will help out as much as possible but does not want full time. It was published as part time with a minimum of 30 hours per week, but could be more. Ward was very skilled, so full time was needed; and contracting was done for electrical or plumbing. The applicants have more experience this time.

Applicant A, lowest scoring of initial points, could start immediately. Has excellent person skills, specialist with Forman jobs, been in area, lives in Rochester, had completed schooling through St. Mary's Co-Op student training period, applicants asked what the pay was. Depended on experience \$12-\$15 (Ward was getting paid \$15/hr.) Novak suggested keeping it at \$15 so it doesn't get into what we did with Ward (starting at a lower pay and having to have an increase in pay). His final salary was at \$22 and \$20 for previous jobs. He would prefer to be full time. Weekends would have some issues. Not a lot of mowing experience or snowplowing.

B, highest scoring of initial points, can begin right away, no problem working during DOGR. Currently, very familiar with our systems, has a lot of experience, building maintenance course with boilers license, \$14/hr. salary would be negotiable, 30 hours fine, weekends alright, people skills good, seems to have more electrical background whereas A and C did not; and phases of plumbing experience. Has had specialized classes. A lot of snow plowing and mowing experience. Applicant B is related to City Clerk, doesn't have problems working with Clerk, qualifications and interview was excellent, as well as a lot of maintenance.

C, middle scoring of initial points, can start immediately on a limited basis (but wants to give notice); a lot of groundskeeping experience, has been a mechanic for many years. Experience with equipment we have, snowplowing in New York with his groundskeeping, boilers license now expired but will renew, salary range o.k., nothing positive or negative on salary (desired \$20,000-\$25,000 per year). Wants to get away from supervisory position, enjoys working outside, good people skills, working weekends fine and during DOGR fine too.

Applicant C lives closer to Oronoco than A and B.

Looking at 3 good applicants. Council questioned if there is enough work to keep them busy, and had concerns about someone leaving right away. Council wants to have confidence that they will stay with the position, and that having Ward leave this time of year created a hardship. Sometimes hardship is created with wages and benefits (or lack of) and creates a high turn over. Applicant A may be good to start with, but quick to leave. Applicant B is more familiar with the City. Scott's choices were B & C and A & B were Kevin's choices. Narrowed down by eliminating applicant A.

Calculations were done and \$14 per hour at 30 hours is \$21,840 and 36 hours is \$26,208. Either applicant, B or C would probably work well in the position.. It was suggested that having someone that resembles a 'jack of all trades' is important...in case something comes up. So, it was suggested to narrow them down with who's a jack of all trades and trust that they will stay around. It needs to be spelled out with specifics for raises and when, but start them out at a competitive salary to begin with. Start at \$14 and bump it up to \$15 within a year. If we do \$14 per hour, education has to be part of the consideration. Applicant C has experience, not education;

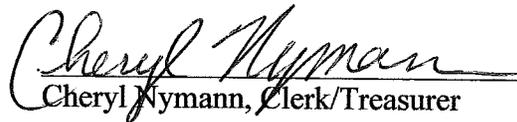
Keigley motioned to offer applicant B the position at \$14 per hour with a review in 5 months, Hall second; DISCUSSION: With no more than \$1/hr. raise at a time or after one year, if they're good, a 10% raise, total between beginning of year, and it's the city's option on how raises are dispersed. **Novak made a friendly amendment to the motion and was accepted that after one year of employment the maximum wage would be \$15.40per hour, a minimum of 30 hours per week; all in favor, motion carried.**

SK motioned to offer applicant C the same package if applicant B turns down the package. Hall second and made a friendly amendment to offer \$13/hr/same review time with same 10%., because the experience is more preferred in this position, all in favor, motion carried.

Keigley motioned to adjourn at 8:40PM, Hall second; all in favor, motion carried.

Respectfully Submitted:


Joy Bertsinger, Mayor


Cheryl Nymann, Clerk/Treasurer