

**JANUARY 15, 2020  
5:00 P.M.  
ENNIS TOWN HALL**

**Open Meeting:** Mayor Leavitt opened the meeting at 5:00 p.m.

**Commission Present:** Hardy, Ranson, Bancroft, Roberts and Schroeder

**Wages:** Mayor Leavitt told the Commission the wage survey that is put out on wages of different Municipalities does not match “apples to apples”. Most of the wages on the survey are job/task specific.

He went on to caution the Commission on raising the rates of one position without consideration of the rest of the employees. If one position is going to be considered the other employees may expect an increase to be looked at for them as well.

The Mayor suggests creating a new position for “Assistant Public Works Director.

The question arose about a Seasonal work force.

The Public Works Department needs 2 laborers and 1 Public Works director.

It was discussed that a possible scenario for Public Works would be: 1 Public Works Director; 1 Public Works Assistant Director and 2 employees labeled Public Works 1 (meaning on Certification) and Public Works 2 (meaning 2 Certifications).

Kelly Elser said he needs to 2 summer laborers.

The discussion continued on how to label the Public Works employees and what their job duties will be and what the wage rate will be for each.

The discussion ended with the following:

*Base Laborer (no certifications)	17.00 p/hr.
*Laborer 1 (1 certification)	19.00 p/hr.
*Deputy (2 certifications)	24.00 p/hr.

Roberts made a motion to establish Public Works wages per the wages and titles above. Bancroft seconded the motion. Roll Call Vote: All Commissioners voted yes. Motion approved.

(Items that were discussed for the February meeting were: Apartment Rent, Rural Water and In House Training.)

**Adjourn:** Schroeder made a motion to adjourn the meeting. Hardy seconded the motion. Roll Call Vote: All Commissioners voted yes. Motion approved.

The meeting was adjourned.

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Blake Leavitt, Mayor

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Ginger Guinn, Clerk/Treasurer