

AVON, SOUTH DAKOTA - January 22, 1997

A special meeting of the Avon City Council was held on the above date at the Avon Public Library at 7:00 P.M. Roll Call: Mayor Frey, Finance Officer Haenfler, Alderman: Einrem, VanGerpen, Reister, Oster, Knoll and deurmier. Also, present were Street Commissioner Kocmich and Crystal Rucktaeschel.

Meeting was called to order by Mayor Frey.

Crystal Rucktaeschel discussed with the Council a large snow drift that blocked the street near her residence. She felt the drift should have been removed sooner then it was. The Council explained for economical reasons things were handled by Street Commissioner Kocmich in good judgement. The Council agreed to work with Rucktaeschel to a sure access to travel to and from her residency if the situation would occur again.

Motion by Oster and seconded by Reister to go into executive session at 7:30 P.M. to discuss employee salaries. All voted "aye". Motion carried.

Motion by VanGerpen and seconded by Deurmier to come out of executive session at 8:50 P.M. All voted "aye". Motion carried.

The following schedule of wages were presented by Mayor Frey:

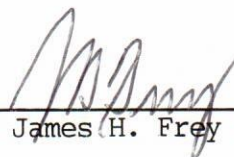
- Street Labor -\$5.15/hr
- Relief Police - \$6.70/hr
- Police Chief - \$1597.72/month
- Street & Water Commissioner - \$1352.65/month
- Finance Officer - \$726.15/month
- Librarian - \$5.11/hr
- Dump Site - \$4.25/hr
- City Mayor - \$1000/year
- City Councilmen - under 1 hour \$20.00 meeting
 over 1 hour \$30.00 meeting
- City Attorney - on per job basis
- City Plumber - on per job basis

Motion by Knoll and seconded by Reister to change the salary of police chief from \$1597.72/mo. to \$1650/mo., the salary of street and water commissioner from \$1352.65/mo. to \$1500/mo., the salary of finance officer from \$726.15/mo. to \$775/mo., the salary of librarian from \$5.11/hr to \$5.25/hr, the salary of street labor from \$5.15/hr to \$5.25/hr, the salary of dump site from \$4.25/hr to \$5.15/hr, and mayor from \$1000/year to \$1200/year, with all other salaries to remain the same. All voted "aye". Motion carried.

It was discussed that some type of personnel handbook be typed up. Finance Officer Haenfler will take care of this matter. It was agreed that overtime work after a forty (40) hour week be compensated at the rate of one hour off for each hour of overtime worked. On holidays to be compensated at the rate of one and a half hours off for each hour worked.

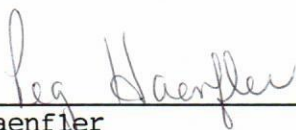
Street Commissioner Kocmich was granted to carry over forty (40) hours of compensation time from 1996, to be used up by the 30th day of June, 1997.

There being no further business to come before the Council at this time, a motion was made by Einrem and seconded by Reister to adjourn at 9:00 P.M. All voted "aye". Motion carried.



James H. Frey - Mayor

ATTEST:



Peg Haenfler
City Finance Officer
(SEAL)