

PROCLAMATION

- WHEREAS:** The severe weather and tornado season in Kansas has always been known as a potentially dangerous time, historically producing property damage, injuries, and even loss of life; and
- WHEREAS:** Since 1990, the National Weather Service has issued over 1,000 Severe Thunderstorm Warnings and more than 90 Tornado Warnings for Butler County. These included the storms that produced the deadly 1991 F-5 tornado and the destructive 2022 EF-3 tornado that impacted the City of Andover and rural Butler County.
- WHEREAS:** Everyone is potentially at risk during severe weather and tornado season, which reaches its peak in Kansas between March and June; and
- WHEREAS:** The National Weather Service, in conjunction with the State of Kansas and local jurisdictions, will be conducting a statewide tornado drill on Wednesday, March 5th at 10:00 a.m.; and
- WHEREAS:** The purpose of Severe Weather Preparedness Week is to heighten the public's understanding of the dangers associated with severe weather and tornadoes,
- NOW, THEREFORE,** be it resolved that I, Mayor Tyler Gottschalk proclaim the week of March 3rd through March 7th, 2025, in the City of Benton, Kansas as

2025 SEVERE WEATHER PREPAREDNESS WEEK

IN WITNESS THEREOF, I have hereto set my hand and caused the Official Seal of Benton, Kansas to be affixed this 18th day of February, 2025.

Tyler Gottschalk, Mayor

ATTEST:

Joyce Casady, City Clerk

A Motion to Amend the Personnel Policy

Moved: The Governing Body of the City of Benton adopt the attached amendment to the current personnel policy (attached).

Extended Call-Out and Annual Review proposed:

D-6.5 Extended Call-Out Policy. Any employee who is called out for over two hours shall also be compensated in the following manner:

2-4 hours: \$25

4-6 hours: \$25

6-8 hours: \$25

8-10 hours: \$50

Any over 10 hours: \$50 per two-hour increment

Extended call out is defined as any call out-which has no foreseen end to the nature of the call-out. Examples of this are snowstorm maintenance, water leaks, natural disasters, etc.

Appendix C – Annual Review

It shall be required that this policy shall be reviewed by staff annually or as needed and that a report of recommended alterations be presented to the Governing Body.

Current Policy

- b) Employees discharged for cause, and those who voluntarily terminate without giving a minimum two-week notice, shall not be eligible to receive pay for any accrued benefits other than unused vacation and any accumulated compensatory time off.

D-5. Overtime Work.

- a) Compensation for authorized overtime work shall be at the rate of one and one-half times the employee's regular rate of pay and may be given in the form of compensatory time off. All employees, by accepting employment with the City of Benton, implicitly agree to payment of overtime in compensatory time form. The City Administrator may compel the use of compensatory time off at the City's discretion.
- b) No person employed in an administrative, executive, or professional position, as defined by the federal fair Labor Standards Act (FLSA), and who meet the salary threshold test of the FLSA, shall be eligible for overtime pay. These positions are defined as "FLSA – Exempt".
- c) All "FLSA – Non-Exempt" employees shall be eligible to receive overtime compensation for all hours worked in excess of the normal City work week (as defined in C-1), except for full-time police officers.
- d) Full time Police Officers shall be eligible to receive overtime compensation only for work hours in a work period which exceeds 85 hours per 14-day work period.
- e) All overtime work must have prior authorization by the employee's department head and City Administrator. The department head shall maintain records of any overtime worked.
- f) Full time employees may bank up to 40 hours of compensation time. After 40 hours of compensation time is accrued, overtime hours will be paid.
- g) Upon termination of employment, the accrued compensatory time will be paid to the employee either at the average rate of pay received during the last three years of employment, or at the final regular rate of pay received, whichever is higher.

D-6. Call-Out Policy. Any employee who is "called-out" is awarded 2 hours minimum compensatory time (defined in section D-5), plus time worked beyond those two hours on that same call. This policy applies to all City departments.

D-7. Pay Periods, Paydays. The City shall pay all employees every other Friday for work performed for the previous two weeks.

ARTICLE E. ATTENDANCE AND LEAVE

E-1. Hours of Work.

- a) General Employees. The normal work week for general employees, which includes all employees other than police officers, shall be 40 hours, consisting of five eight-hour days.

NOTES:

Administration:

Thank you for the workshops and staff directives to start the spring off.

I'll be attending a Community Fisheries Assistance Program meeting on Wednesday. They are moving away from their direct payment model and going to a facilities grant method. We will be applying for improvements around the pond.

I attended a City/County managers meeting on 2/6. This is a quarterly meeting in which our Butler County administrators get to compare notes on regional items and coordinate if we need to.

I have a meeting with Community National Bank on Thursday 2/13 and we will begin a conversation on our options for use of reserve fund "idle funds".

I was asked to present an option for you to add a "extended call-out" amendment to our personnel policy. I've included this in the packet for discussion and decision.

Maintenance:

All generators maintained and load tested from 2/10-2/14.

Coolant hose replaced on the bobcat. We will likely need a hydraulic cylinder replaced this month and we'll get it put on. We put one on in 2024 and the other one is starting to weaken.

We're watching the weather this week – plows have been re-shoed and are ready to go. Brine down today in preparation for any light ice.

We have a call in to Mayer to look at a sewer line that we camera'd last year. We will bring options to you for a repair that we expect. Sewer line A1 is running fine, but the video shows this line shift:



Picture of A1-A2.5 sewer line crack.

OPEN DISCUSSION - Ross

GOVERNING BODY LEAD POINTS OF CONTACT

- Bonds – **Councilman Schoneboom**
- Government grant programs - **Councilman Schoneboom**
- Development – **Councilman Schoneboom**
- **City Growth** – **Mayor Gottschalk**
- Budgeting/Finance – **Councilman Claycamp**
- Streets – **Councilman Smith**
- Storm water –
- Sanitary sewer – **Councilman Smith**
- Codes and Regs – **Councilman Schoneboom**
- Policing – **Councilman Swift**
- Infrastructure upgrade –
- Equipment –
- Fresh Water – **Councilman Smith**

Executive Session motion

Moved:

That the governing body recess into executive session IAW K.S.A. 75-4319(b) to discuss attorney client privilege information. Further, required to attend this session is the Mayor, City Attorney, City Administrator and the City Council. Further, that the governing body return to open session at _____PM