

MINUTES OF A WORK SESSION OF THE
INDEPENDENCE CITY COUNCIL
MONDAY, JANUARY 27, 2025 – 7:00 AM.
(WHPS Conference Room)

1. CALL TO ORDER.

Pursuant to due call and notice thereof, a work session of the Independence City Council was called to order by Mayor Johnson at 7:00 a.m.

2. ROLL CALL

PRESENT: Mayor Spencer, Councilors Grotting and McCoy
ABSENT: Betts
STAFF: City Administrator Kaltsas, Administrative Services Director Simon
VISITORS: Chief Kroells

3. City Council Member Appointment

a. Discussion relating to City Council Member vacant seat appointment.

Kaltsas explained that we have the opportunity to fill this vacant position because we are under the 2-year threshold. Council then has the option to fill it. He asked how the council would like to obtain candidates and how they would like to appoint someone to the councilmember seat. He stated that they have the option to do an election, but it is not mandated or required if it is under a 2-year term.

Grotting said he thought that the person exiting the position had the ability to assign someone to their seat.

Kaltsas said it is the council as a whole that would decide.

Spencer said that the local newspapers have been stating that local cities in these positions have been choosing to appoint someone that was comfortable stepping in. He stated that McCoy will be gone for half of February and if someone isn't able to make it to a council meeting, then we wouldn't have a quorum. We do have a couple people interested in this seat.

Kaltsas said JonPaul Story, Hal Tearse, Joe Baker and Brad Fisher expressed some interest. Brad Fisher is going to be retiring, and he has been a known councilmember in the past. He said JonPaul would be good too. Kaltsas said he would lean more on the side of appointing someone so we can fill the position quickly. He said he would lean more to Brad Fisher while he is still interested since he already understands the role.

Grotting asked what the remaining term is.

Spencer said roughly 2 years.

McCoy said he would be in favor of appointing Brad Fisher.

Grotting asked about adding another woman.

Spencer said he has talked with Sarah Baker and Allie Howe. They would both be good.

Kaltsas said Tim Usset's wife expressed interest as well, but they had some concerns about childcare with Tim being on the Planning Commission and School Board.

Grotting said that as far as planning commissioners go, he said Butch probably doesn't want to change, but he said he really likes Steve and Leith. He would prefer to go in order of seniority.

Spencer said he talks to Steve about it every election and he has resistance. He likes Planning Commission. Leith doesn't seem like he has any interest in moving up to Council.

Kaltsas said Leith is retired and probably likes his freedom since PC is only once a month.

Spencer said they would normally pull someone from planning commission unless they run.

Grotting said the thing with appointing Fisher is that we are taking a baptized councilmember and putting him back in to finish the term.

Spencer said he has actually run for it and is doing it again. If everyone likes him we can reappoint him.

Grotting said he has good experience.

Spencer asked Kaltsas to reach out to Fisher to see if he is interested in being appointed.

Kaltsas said he will. He said he talked with Vose as well and we would just appoint the position with resolution. Kaltsas also mentioned that Story would be good as well as a councilmember.

Spencer said to tell Story to run for a councilmember seat if we have another vacancy, because he definitely should be considered.

Grotting also mentioned Pam Krominga would be great from that perspective. She is an executive at Target. He said she is smart, plugged in, and would be fantastic!

Spencer told Grotting to tell Pam Krominga to run!

Grotting said he does like the idea of grabbing an experienced person in this moment and we can have more time if another seat opens.

Spencer said he agrees.

McCoy said Fisher understands our Joint Powers and has worked with all of us before.

4. Pay Equity Compliance Report

Kaltsas said we just got this pay equity report and it is due at the end of the month. All council has to do is authorize city staff to submit it. We are in compliance.

Spencer asked if there are any areas that need improvement.

Kaltsas said all the scores are good and the pay range is right on. They make sure we don't show pay favoritism to certain genders.

Grotting asked what the difference is in pay between a government employee and a corporate employee.

Kaltsas said this is a gender compensation and only withing the City of Independence. We aren't compared to other cities in this report. They are checking that we aren't showing a preference within our own staff. They want to know that they are being treated equally and fairly compensated without bias. Bruce is an exception because of his seniority. His pay is outside of the range because of his longevity. We are compliant either way. Kaltsas stated he just needs a motion, so it is in the report.

Motion by Grotting, seconded by McCoy to authorize city staff to submit the pay equity report. Ayes: Spencer, McCoy and Grotting. Nays: None. Absent: Betts. MOTION DECLARED CARRIED. Approved 3-0

McCoy made mention that Independence received 14% of West Suburban Fire calls. He also mentioned that in 48-50 months there will be some new trucks delivered. They will be increasing their fire fighter minimum pay to \$18/hr and it will go up from there.

Kaltsas said that the duty crew schedule was really interesting. It was expanded to holidays because their base crew wants it and their employees want to sign up for a time rather than be on-call. They are willing to commit to certain weekends or holidays if they know in advance. They would be able to get to a garage fire in Greenfield that was quicker than what it would have been on a weekend night on-call.

McCoy said on average an on-call fire fighter contributes about 6 ours per week. That doesn't leave a lot of time for service. The younger people coming on wants duty crew as well.

Kaltsas said that it sounds like they don't mind doing it, they just want it programed or scheduled.

Kroells said the hardest thing to do is get people to work overtime.

Kaltsas said it's not about the money anymore.

3. Adjourn

Spencer motioned to adjourn at 8:05 a.m.

Respectfully Submitted,
Amber Simon/ Recording Secretary