

SPECIAL MEETING OF THE COMMON COUNCIL
SEPTEMBER 17, 2025
5:00 PM

PRESENT: Mayor Sandra Magiera
Council Members: John Hill, Kylee Johnson,
Barry Smith, Michael Reed, Paul Myers
City Administrator: Jay Bartoszek
Human Resources Manager: Tina Rider
Fire Chief: Tom Sturdevant
Municipal Training Officer: William Smith
Fire Lieutenant: Joseph Gray

The meeting was called to order at 5:00 PM.

Moved by Johnson and seconded by Reed:

RESOLVED: That the Mayor and Council enter into executive session for the purpose of discussing contract negotiations and employment history of a particular person under the provisions of the State's Open Meetings Law.

Adopted Ayes: Hill, Johnson, Smith, Reed, Myers
Nays: None

Moved by Myers and seconded by Reed:

RESOLVED: That the Mayor and Council reconvene after approximately thirty-five in executive session.

Adopted Ayes: Hill, Johnson, Smith, Reed, Myers
Nays: None

Moved by Smith and seconded by Myers:

RESOLVED: That we hereby accept the retirement resignation of William Porter as Assistant Fire Chief, Code Enforcement Officer, Zoning Officer and member of the Planning and Plumbing Commissions effective September 25, 2025.

Adopted Ayes: Hill, Johnson, Smith, Reed, Myers
Nays: None

Moved by Johnson and seconded by Smith:

RESOLVED: That we hereby create the Civil Service position of Full Time Deputy Fire Chief with an annual pay range of \$75,000.00 to \$80,000.00, to be promotional within the Fire Department.

Adopted Ayes: Hill, Johnson, Smith, Reed, Myers
Nays: None

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Moved by Johnson and seconded by Smith:

WHEREAS, the Common Council of the City of Salamanca previously adopted Personnel Rules/Benefits for Non-Union Employees (“Personnel Rules”) effective October 1, 2025; and

WHEREAS, the Council, in the interests of accountability and efficiency, wishes to eliminate the provision of compensatory time for those City employees covered by the Personnel Rules except in the limited circumstances otherwise described herein; and

WHEREAS, The Council wished to authorize all Non-Union Employees to receive one additional personal day;

NOW, THEREFORE, BE IT RESOLVED, that, effective immediately, the Personnel Rules shall hereby be deemed modified as follows:

- In Section 2(d)(1), delete the following sentence: “The City may also authorize the accrual of compensatory time instead of overtime, consistent with law and the terms of these Rules.”
- Delete Sections 2(d)(3) and 2(d)(4), and replace with a new Section 2(d)(3) to read as follows: “The City Clerk, Senior Account Clerk Typist or designee and the Account Clerk Typist in the office of the City Clerk shall be entitled to compensatory time for actual time spent at each council meeting or commission meeting which he/she from time to time is required to attend. The Assessor or designee shall be entitled to compensatory time for actual time spent at each meeting of Zoning Board of Appeals, Board of Assessment, Council meeting or Commission meeting which he/she is required to attend from time to time. An employee may accumulate compensatory time under this paragraph up to a maximum of ten (10) days and may take only one day at a time. An exception may be made by mutual agreement between the employee and the department head. All such compensatory time must be used no later than March 31st of each year. Except for those employees specifically identified in this paragraph, no other employee covered by these Rules shall be eligible for accrual of compensatory time.”
- Renumber Section 2(d)(5) to 2(d)(4).
- In Section 5(a) and Section 5(f), replace “two (2)” with “three (3)”.

Adopted Ayes: Hill, Johnson, Smith, Reed, Myers
Nays: None

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Moved by Johnson and seconded by Smith:

RESOLVED: That we hereby adjourn – 5:45 PM.

Carried.



Tracy Chamberlain, City Clerk

DATED: September 26, 2025

THE ABOVE RESOLUTIONS, AS ADOPTED BY THE COMMON COUNCIL, ARE
HEREBY APPROVED.



Sandra Magiera, Mayor

Dated: October 17, 2025