

AN ORDINANCE OF THE BOARD OF ALDERMEN OF THE CITY OF WILLARD, MISSOURI, APPROVING A COMPENSATION ADJUSTMENT FOR THE WATER SUPERVISOR POSITION

WHEREAS, the City previously maintained a combined Water and Sewer Supervisor position; and

WHEREAS, the City has determined that separating the supervisory responsibilities into distinct Water Supervisor and Sewer Supervisor positions better serves the operational needs of the Public Works Department; and

WHEREAS, Mr. Kevin Sebourn has been selected to serve as Water Supervisor; and

WHEREAS, the City's Personnel Policy authorizes the City Administrator to approve employee compensation adjustments up to two and one-half percent (2.5%) of an employee's current rate of pay; and

WHEREAS, the proposed compensation adjustment for Mr. Sebourn exceeds the City Administrator's delegated approval authority and therefore requires approval by the Board of Aldermen; and

WHEREAS, the Board has reviewed the budgetary impact associated with the proposed compensation adjustment and finds the adjustment to be in the best interests of the City.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF WILLARD, MISSOURI, AS FOLLOWS:

Section 1. Assignment.

The Board acknowledges the assignment of Kevin Sebourn to serve as Water Supervisor, subject to the administrative direction of the City Administrator.

Section 2. Compensation.

Effective _____, the hourly wage for Kevin Sebourn shall be established at:

☐ **Option 1: \$26.92 per hour**

☐ **Option 2: \$27.00 per hour**

or such option as approved by the Board during consideration of this Resolution.

Section 3. Budget Authority.

The City Administrator and Chief Financial Officer are authorized to implement the compensation adjustment approved herein and to make any necessary payroll and budgetary changes consistent with this Resolution.

Section 4. Effective Date.

Read, this first time on this _____ day of _____, 2026.

Read, this second time, passed, and truly agreed to by the Board of Aldermen of the City of Willard, Missouri this _____ day of _____, 2026.

Mayor

ATTEST:

City Clerk