

CITY OF REBELEV  
SPECIAL MEETING  
MINUTES

AUGUST 3, 2011

PRESENT: Mayor Eric Christensen (absent)  
Council Members: John Lent, Charlotte Fredrickson, Earl Beattie, and Kurt Russell  
Public Wks Dir: Chuck LLOYD  
City Clerk: Sandy Gaydusek  
Recreation Dir: Dawn Lloyd

Invocation: Earl Beattie

This meeting was opened at 6:30 p.m. to discuss the budget for the 2011-2012 fiscal year. Sandy said she needs some direction on payroll wages for the new year. She said last fiscal year the council discussed freezing the wages one more year, and then looking at increasing the wages this year. Sandy presented a spreadsheet showing the potential funding liability with three options. 1) 3.6% cost of living raise across the board. The liability is \$32,043. 2) Merit raises only to those eligible for a merit raises. The liability is \$9,995. 3) 3.6% cost of living raise and merit raises to only those that are eligible. The liability is \$42,760. Sandy submitted a comment sheet from the Mayor on this matter since he could not be in attendance. He recommended a 3.6% COLA across the board. Earl said he did not agree with that. He said he was shocked and the public would be shocked with some of the wages on the spreadsheet Sandy presented. Earl said he did not feel the cost of living raises should be given across the board. He said there are a lot of young families just starting out that are struggling with the wage they make. Earl said he felt those with lower wages should be given a larger raise than those that are higher paid. Earl said the city ~~needs to give an incentive to retire, to those who are of retirement age.~~ *should not give incentives to people who can retire.* He felt there are other employees who could move up at a lower wage and save the city money. Sandy said at one time raises were given arbitrarily to employees, then a new wage scale was created with four levels that an employee would cap out at in four years. She said then to give the employees something to look forward too, another wage scale was created that would allow employees to progress by levels based upon job performance. She said the first ten years a police officer could advance a level each year if they performed well enough, then after that they would be eligible every two years until level twenty was reached, then they would only be eligible for a merit raise every five years. Sandy said the office and public works scales are similar except an employee can only be eligible each year for the first four years and then they go on a two year rotation, and then a five year rotation. Sandy said to increase some employees more than other with a COLA raise would mean a pay scale revamp. She said it is important to know which fund will be expending each of the wages and the wage increases. The council asked Sandy to run some figures using a 2% COLA across the board, and to figure Stan's proposed retirement at the end of September. That figure was an increase of \$16,500 to the payroll. It was suggested since there was not enough time to revamp the pay scale that the newer employees be given a merit raise, and a 2.5% cost of living raise would be given across the board. The Council determined for budget purposes that any employee who has been employed by the city for six years of less or

missed their probation increase would advance up the pay scale. Charlotte asked how many employees would receive their merit increase. Sandy said six including Chuck who was on probation the second year the wages were frozen. Charlotte asked how many employees would be eligible for merit raises. Sandy said were ten employees eligible if the freeze was lifted. Sandy was instructed to figure 2.5% COLA and merit raises for the six employees as designated if the liability was kept under \$32,043. If it could not be kept under the \$32,043 then to figure 2% cost of living across the board, and merit raises for the six employees designated. During this budget year the payroll scale will be reviewed and possibly revamped.

Sandy said the sewer connection fee is currently \$2600. She said this now is sent to EIRWWA for future infrastructure. Sandy said if the city wants to budget for future infrastructure for its collection system, we would need to charge a fee over the \$2600. She said she would recommend \$400 additional as they have discussed in previous EIRWWA meetings. The Mayor also recommended \$400 in his comments submitted to the council. The council approved of the proposed fee increase from \$2600 to \$3000 for sewer connection fees.

Adjourned: 8:35 p.m.

ATTEST: Sandy Lapush APPROVE: Emi R. Crutcher