

City Council Meeting
December 23, 2014

Present: Mayor Rose Hanser, Councilpersons Lawretta Miller, Tom Jankowski and Greg Koczur

Absent: Councilperson John Williams

Also Present: City Clerk/Treasurer Michelle Richards, Fire Chief Ryan Reid, Assistant Police Chief Kris Egan and Public Works Director Bryan Swan

Mayor Hanser called the meeting to order at 7:00 pm. Following the Pledge of Allegiance, Clerk/Treasurer Richards called the Roll Call.

Consent Agenda:

Councilperson Jankowski moved to approve the Consent Agenda. Councilperson Koczur seconded the motion. No discussion or public comment received. Motion carried with all in favor.

- Minutes of 12/9/14 Regular Meeting
- Minutes of 12/11/14 Work Session
- Claims Roster 12/19/14
- November Financial Report

Departmental Reports:

Reports were given by Assistant Police Chief Egan, Fire Chief Reid, Public Works Director Swan and City Clerk/Treasurer Richards.

Mayor's Communications:

Mayor Hanser reported that the Montana Department of Environmental Quality opened a 15 day comment period as requested by PPL Montana regarding the new proposed emission regulations.

Public Comment and Participation:

None received.

Unfinished Business:

Councilperson Koczur moved to waive the reading of the ordinance in its entirety and approve second reading and adoption of Ordinance 2014-03 to adopt International Electrical, Building, Mechanical, Fuel Gas, Residential, Plumbing and Energy Conservation Codes. Councilperson Jankowski seconded the motion. No discussion or comment from the public was received. Motion carried with all in favor.

New Business:

Councilperson Miller moved to approve assigning the positions of Police Chief, City Clerk/Treasurer and the Public Works Director to Salary Range 30 and the Assistant Police Chief to Salary Range 26. Councilperson Koczur seconded the motion. Discussion: Councilperson Miller asked if this motion includes salary adjustments. Mayor Hanser stated it does not; it is for the salary range only. Councilperson Jankowski commented on the original salary study completed six years and the salary adjustments made based on the results of the study. Since then he feels the City has not followed through and used the pay matrix as it was intended. No public comment received. Motion carried with all in favor.

Councilperson Koczur moved to approve setting the salary for the current Police Chief, Public Works Director and City Clerk/Treasurer at the same dollar amount of \$6,872.55 per month retroactive to July 1, 2014; increasing the current Assistant Police Chief's compensation to \$32.50 retroactive to July 1, 2014; and increasing the current City Court Judge's compensation to \$27.50 per hour retroactive to July 1, 2014. Councilperson Jankowski seconded the motion. Discussion: Councilperson Miller believes years of service should be taken into consideration whether it is in the form of a bonus or hourly wage increase. Some employees are receiving larger percent increases than others which she doesn't feel it is fair. She also suggested raises be based on a performance review. Councilperson Koczur commented that at the work session it was agreed that supervisors be paid the same amount of money regardless of years of service and that bonuses will be based on years of service after they reach the maximum pay for their salary range. Councilperson Jankowski commented that the city is considering longevity pay not bonuses. He also stated all the department heads do an excellent job and he feels they should all be paid the same. No public comment received. Councilperson Koczur and Jankowski voted in favor. Councilperson Miller voted nay. Motion carried 2-1.

Councilperson Koczur moved to approve a stipend increase for the Fire Chief to \$750 per month and increasing the stipend of the Assistant Fire Chief to \$430 per month. Councilperson Jankowski seconded the motion. Discussion: Councilperson Koczur moved to amend the motion to make the stipend increases retroactive to July 1, 2014. Councilperson Miller seconded. No public comment received. Amending motion carried with all in favor. No further discussion or public comment received on the main motion. Motion carried as amended with all in favor.

Councilperson Jankowski moved to approve the Longevity Pay Policy as written. Councilperson Koczur seconded the motion. Discussion: Councilperson Jankowski wasn't necessarily in favor of the longevity pay policy at first but after consideration he is in favor of the idea. Councilperson Jankowski moved to strike item number six of the longevity policy as recommended by Mayor Hanser. Councilperson Koczur seconded the amendment. No discussion or public comment received. Amending motion approved with all in favor. No further discussion or public comment received on the main motion. Motion carried as amended with all in favor.

Administrative Matters:

Councilperson Koczur asked about locking in on gasoline and propane prices.

Councilperson Jankowski suggested another work session to discuss salary ranges and policy on maximum pay.

Adjournment:

Councilperson Jankowski moved to adjourn the meeting. Councilperson Miller seconded the motion. Mayor Hanser adjourned the meeting at 7:48 pm.

Michelle Richards, City Clerk/Treasurer

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