

MINUTES

CITY OF WARR ACRES
SPECIAL CITY COUNCIL MEETING
WARR ACRES CITY HALL
THURSDAY
DECEMBER 21, 2012
3:00 P.M.

1. The meeting was called to order at 3:02 p.m. Declaration of a quorum present was given.

ROLL CALL

PRESENT

Mayor Patrick Woolley
Vice-Mayor Stewart Shapiro
Councilman Stephen Fuhrman
Councilman James Mickley
Councilwoman Cathy Maxey
Councilman William McClure
Councilman David Dirkschneider

ABSENT

Councilman Roger Godwin
Councilwoman Jan Blake

2. Discussion and possible action on an Ordinance amending 2.36.025 and 2.36.040 of the Warr Acres Municipal Code regarding the pay scale for City Employees. (excluding bargaining unit employees)

Attorney Love addressed the council explaining the necessity of changing the adoption of the pay plan from Ordinance to Resolution. The pay plan will go into effect on January 1st. The format is the same as it was with 4% between steps and that result is a 10 step plan. All non-contract employees will be placed in the plan at the step that is just above what their current pay is. He then explained how a couple of Dispatchers would move into the plan and that there are 5 employees that are already being paid more than what the range for their positions so therefore those employees will not receive any increase. He explained how he adjusted the Chiefs and Asst. Chiefs as well as the PWD and City Clerk. The starting salaries have been adjusted up and there was sufficient funding budgeted in the 2013 budget. There is no COLA given. In the future to keep the plan with market they will need to look at giving the plan a COLA.

Motion by Shapiro, second by Dirkschneider to approve the Ordinance (#1130).
Poll vote: McClure, yea; Dirkschneider, yea; Maxey, yea; Mickley, abstain;
Shapiro, yea; Fuhrman, yea; and Woolley, yea.

Motion Passed.

3. Discussion and possible action on an emergency clause for the amendments to 2.36.025 and 2.36.040 setting an effective date of January 1, 2013.

Motion by Shapiro, second by McClure to approve the emergency clause. Poll vote: McClure, yea; Dirkschneider, yea; Maxey, yea; Mickley, abstain; Shapiro, yea; Fuhrman, yea; and Woolley, yea.

Motion Passed.

4. Discussion and possible action on a Resolution adopting a pay scale for City Employees (excluding bargaining unit employees) and establishing rates of pay for the City Clerk, Public Works Director, the Assistant Fire Chief, the Deputy Police Chief, the Fire Chief and the Police Chief as well as placing the mechanism for placing current employees into the pay scale.

Motion by Dirkschneider, second by Shapiro to approve the Resolution. Poll vote: McClure, yea; Dirkschneider, yea; Maxey, yea; Mickley, abstain; Shapiro, yea; Fuhrman, yea; and Woolley, yea.

Motion Passed.

5. Adjournment.

Motion by Dirkschneider, second by Maxey to adjourn. Poll vote: McClure, yea; Dirkschneider, yea; Maxey, yea; Mickley, yea; Shapiro, yea; Fuhrman, yea; and Woolley, yea.

Motion Passed Unanimously.

The meeting was adjourned at 3:25 p.m.

Respectfully submitted,

Pamela McDowell-Ramirez
City Clerk

Include in minutes

After Tuesday night I believe I failed the council in expressing my views as a legitimate and fair way of calculations for annual raises. You all know it is my opinion that only using percentages to calculate wages is most unfair. I can only apologize to you for not doing enough of my homework prior to the meeting. ~~from turning in~~

- 1) The first year of a new hire is an expensive year for the employer for these reasons
 - a. Labor used in setting the new employee for payroll
 - b. Advertising for hire.
 - c. Time and labor used in training the new employee. Many times this requires substantial time of an experienced employee to do the training.
- 2) To prove the above points, look at the last year or two. We have used temporary help to subsidize the lack of man power. This temporary help is cost efficient because the first year of initial cost is no longer in place. We can easily use some of the extra money we are paying temp agencies to offer the entry level employees larger monetary wage increases assuring these employees stick with us past the first or second year.
- 3) Using percentages to calculate a raise punishes the new employee that performs all the grunt work (if you will) in an excellent manner by offering them less monetary increases than their counterpart that no longer has to do this grunt work.
- 4) The overall reason for this discussion is to stop the revolving door of new employees. This is due primarily because we treat our entry level employees like they are unimportant to us rather than an asset.
- 5) This standard is even more out of line whenever a percentage for cost of living increase is implemented. COL increases are always calculated by percentages.

I do not propose we give a first year employee a larger monetary raise than a 10 year employee. That would be unfair also. E.g. Giving an entry level grade 1 employee at \$22,300 a \$1,100 annual raise and a 10 year employee at \$32,000 a \$800 raise. That would be wrong.

I propose we offer the first year employee a similar monetary raise. Offering a nearly flat annual raise for both these employees in the same grade 1 will still be rewarding both employees with a large pay increase while offering the first or second year employee an incentive to stay with us longer.

This type of calculation can be used for every pay grade. The relatively flat annual monetary increase will be higher for the higher grades of employees thus keeping it fair for all employees of the city.

It is important not to forget that whenever the council decides to implement a COL increase, that increase will still be calculated by a percentage thus giving the higher wage employees that have served us with loyalty will receive a larger monetary COL increase giving them increases higher than their subordinates.

Obviously it is up to the entire council to make this very important decision. Please before you make your decision take the time to contemplate every aspect of it. After all it is up to us to decide what part of fair is fair.

