

CITY OF LEADVILLE
CITY COUNCIL SPECIAL MEETING
Tuesday, December 01, 2015

<p>City Council Members <u>Present:</u> Luke Finken, Mayor Pro Tem Gwen Shepherd Max Duarte Greg Labbe Jake Mohrmann (arrived at 5:41) Mike Canty (arrived at 6:01) <u>Absent:</u> Jaime Stuever, Mayor</p>	<p><u>Staff Present:</u> Joseph Swyers, City Clerk Sarah Dallas, Planning Official, and Administrative Services Manager (ASM) Jim Schneider, Street Department Supervisor Dan Dailey, Fire Chief Mike Leake, Police Chief Calvin Dawe, Police Sgt. Saige Bertolas, Police Sgt. Dan Hanson, Police Officer Sam Reynolds, Police Officer Eric Thorne, Police Officer Crissy Holden, Code Enforcement Officer</p>	<p><u>Others present:</u> Shoshanah Beck: Councilmember-elect Ryan Fitzmaurice, reporter for Herald Democrat</p>
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City Council met in a regular public session in the Council Chambers of City Hall. Mayor Pro Tem Finken called the meeting to order at 5:31 PM. Roll Call was taken.

(5:31 PM) Public comments on items not on the agenda: None.

(5:31 PM) Agenda Revisions: None.

(5:32 PM) Raises for employees.

Mayor Pro Tem introduced some agenda items and noted concerns about Mayor Stuever, Finance Director McGinnis, and Street Supervisor Schneider not being present.

Council and staff comments or points included (with attributions as relevant).

Take away the word raises and instead set pay levels. (Shepherd)

- Focus on street and police departments since fire department is done with their union contract. (Shepherd)
- Focus on others such as the finance director, next year. (Shepherd)
- Finance Director McGinnis and Administrative Services Manager Dallas should be included this year. (Finken)
- Council had agreed to address department head raises. (Shepherd)
- Each of the departments have determined how to distribute a 5% raise for their department. (Labbe)
- Hopefully be in a position next year to work on right-sizing salaries. (Labbe)
- Council and had not previously agreed to the 5% figure. (Shepherd and Labbe)
- 5% increase across the board, department heads allocate with their departments. (Dallas)
- Council to determine supervisor increases. (Dallas, Labbe)
- Use up to \$50,000 in reserves for items which are capital in nature, such as city hall sidewalk repair. (Labbe)
- Police and Street Department each need another person. (Shepherd)
- Police Department is one full time officer short, want to eventually get that position back. (Leake)
- The longest term officers: Bertolas, Dawe and Hanson, deserve a substantial raise. (Leake)
- Police department has allocated \$30,000 for overtime which is nearly enough for another person. (Shepherd)
- Most police overtime is for the large events. More people would result in less overtime. (Leake)
- Adding another police officer has nothing to do with raises. (Labbe)
- We really need an additional budget meeting next week for a great deal of other considerations. (Labbe)
- Street department needs another person. Now short two full time people. It will help with overtime. (Schneider)
- We have a good street department crew. If you want to keep them they need raises. (Schneider)
- Want a cursory proposal for each department for an additional person for what the offset would be. (Labbe)
- Fire department needs significant salary separation between firefighters, engineers, and captains – formula for distributing a department raise has been presented to the union and they have accepted. (Dailey)
- Would like to consider additional employees next week. Want to see the numbers. (Labbe)
- Don't think the 5% allocation is ideal. We have not seen criteria including longevity and education. (Finken)
- Fine with moving forward with 5% to departments and 5% to all others who work for the city. (Finken)
- Need decision now on percentage and accepting how departments allocate it within their departments. (Labbe)
- This is a good first step, in future years address positions more than the people in those positions. (Mohrmann)
- Rightsizing to take place next year and salary scale to be worked on by the incoming city council. (Finken)

Councilmember Finken moved to accept the proposal put forth by the department heads excluding themselves in the five percent allocated funds increase toward salary and for the rest of city employees across the board.

Councilmember Labbe seconded. Roll Call: Councilmembers Finken, Shepherd, Duarte, Labbe, and Mohrmann voted yes. (Councilmember Canty arrived at 6:01)

(5:59 PM) Information Technology (IT) proposals.

ASM Dallas described the proposals. Decision to be made at next week's meeting.

(6:02 PM) Insurance.

ASM Dallas explained the workers compensation premiums and general liability, reasons for increases and efforts or options to reduce the premiums. Due to our legal losses, we are not shoppable and are limited to using CIRSA.

(6:12 PM) Special meeting next week, Tuesday, December 8 at 5:30. Agenda items discussed by council included: infrastructure, department head raises, capital expenditures, additional employees, street department purchases.

(6:19 PM) ASM Dallas reported that the State Internet Portal Authority (SIPA) is willing to host on-demand viewing of city videos for a year by working with Open Media.

(6:21 PM) Chief Dailey reported on an incoming grant for \$180,000 which may come in before the end of the year. City Clerk Swyers suggested either a last minute special meeting in late December for a supplemental budget as done in the past or arrange for the grant to be received in early January. We can have multiple supplemental budget resolutions in a year, but they must be done by the end of December.

(6:25 PM) Public comments on items not on the agenda: None.

(6:25 PM) Mayor Stuever adjourned the meeting.

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