LEADVILLE CITY COUNCIL

SPECIAL MEETING MINUTES

Tuesday April 12, 2016

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| CITY COUNCIL PRESENT:Greg Labbe, MayorJake Mohrmann, Councilmember Mike Canty, CouncilmemberMax Duarte, Mayor Pro TemGwen Shepherd, CouncilmemberShoshanah Beck, Councilmember Greg Douglas, Councilmember  | STAFF, DEPT HEADS, & COMMISSIONERS PRESENT:Sarah Dallas, Administrative Services Manager, HR and Planning OfficialRoy McGinnis, Finance DirectorPam Andrews, Former City ClerkJoe Swyers, P & Z CommissionerDan Dailey, Fire ChiefSaige Bertolas, Police ChiefAlissa Hack, Police AdminJim Schneiter, Street Dept.Others Present: Ryan Fitzmaurice, reporter for Herald Democrat |

**City Council met in a Special public session in the Council Chambers of City Hall.**

**6:00pm Council Discussion Previous to Agenda, Including Public:** Councilmember Shepherd asked about the banner that is on the old Sayer McKee building. Chief Bertolas said that she has been trying to catch up with KW Woodworks. They have made changes to the sign but it is still not to code.

Mayor Labbe thanked Mayor Pro Tem Duarte for doing work on the City Hall basement project and getting volunteers.

**Mayor Labbe called the meeting to order at 6:08 pm with the Pledge of Allegiance. Roll Call was taken.**

**Public Comments:** none

**Swearing in of the new City Clerk:** Judge Neil Reynolds swore in Bethany Maher.

**Mayor to appoint planning & Zoning Board Commissioners:** Gabby Voeller and Harry Shaw both spoke as applicants for the Planning & Zonning Board. Mayor Labbe appointed both Gabby Voeller and Harry Shaw to the Planning and Zonning Committee.

Councilmember Shepherd wanted to discuss what the selection process was for choosing the new Police Chief. Mayor Labbe said that the selection committee was made up of a balance of both a law enforcement side and an advocacy side. Sarah Savage said the committee got together and read resumes and then formulated questions that they thought were important. They asked everyone the exact same questions so they could hear how they articulated and gave examples (Savage). She was impressed with the professionalism of the selection committee. She thought it was a discerning and respectful panel. It was open and transparent. They chose Robert Glenny as the new Police Chief. They also used flyers to score from public opinion after people met the final candidates (Dallas). The community was split 50/50 for the final two candidates from the flyers that were filled out (Dallas). Mayor Labbe wanted the candidates to be sure they wer ok with the pay and that their family would want to live here in leadville. Mayor Labbe commented that he did not care if they stayed forever, but that they would build up someone from our community to take the Police Chief position someday. He said they interviewed all three of our seargeants (Labbe). Acting Chief Bertolas said she spent a lot of time with Robert Glenny just because he was in town. She said he asked to drive around town twice and made a point to get with each of the officers. **Roll Call: unanimous yes.**

**Questions from the Public:** Kathy Bedell, publisher of Leadville Today asked if the Police Chief candidate had an official background check. ASM Dallas said he has had a complete and total background check, including phone calls made to members of the community that he used to work for. The background check was clean (ASM Dallas). Bedell is hearing concerns from the community that Council is supposed to be managing the City and is not doing that well. She wondered where was the management in light of the problems that have happened with the previous Police Chief. She wanted to know what the checks and balances are that are in place to prevent problems like we have had in the past. Mayor Labbe said the City Council gives vision and the Mayor manages the department heads and the department heads manage the staff. He felt like his hands were tied in the past (Labbe). Bedell said she thinks there needs to be a getting back to basics, like street pot holes and law enforcement. Kathy Bedell said the pays mayor and council had to have heard about the previous police chief and that there are too many distractions right now. Mayor Labbe said on one hand we need to put this behind us but on the other hand we need to allow the public this conversation. June 18th would be when our new Police Chief could start (Labbe). Councilmember Mohrmann moved to approve Robert Glenny as the new Police Chief. Councilmember Douglas seconded. **Roll Call: unanimous yes**.

**Council Discussion on Human Resource items for City employment:**

1. **Categories for job levels within departments:** ASM Dallas said Fire Department already has something in place. She thought Council needs to give department heads what they are looking for, for them. Mayor Labbe said they have been reluctant in the past to put levels in place since if someone reaches the next level then they might need to be paid more. He’s glad that we are starting this conversation now and not when budget time rolls around. This can be difficult when operating under a strict budget (Labbe). Maybe those raises need to be based on weather or not there’s money in the budget. Councilmember Shepherd said we need to cut from somewhere else. Jim Schneiter suggested supplementing with other training instead of more pay. Councilmember Shepherd reminded everyone that the City is often paying to train employees and then they leave.
2. **Competitive Pay Equity:** Councilmember Beck said that pay is not the only thing that keeps people in a job. She said we need to move forward carefully since we don’t have the extra money but she wants to incentivize their jobs so that they stay with us. Councilmember Douglas suggested some sort of commitment from employees ince theres time and money in training someone. He thinks department heads can figure that out. He said if someone paid for is licensing that he would agree to give them another year of work in return (Douglas). Chief Bertolas said it si hard to keep officers when we have officers that ar living in one bedroom homes and can’t even afford that. She agrees that oral is very important. Officers end up going across the street to the sherrif’s department since they love the community but need the higher pay.
3. **Departmental Budgeting priorities:** Mayor Labbe asked how much of a pay gap do we need to come up with. Jim schneiter said the $500.00 uniform allowance made a big differenc for street department employees. He’s training his new guys how to run everyting so that there is cross training for all equipment the City has (Schneiter). Chief Daily said the Fire Department gets City and County money. He thinks his beginning fire fighter level is competitive but the engineer level might be paid what a regular firefighter gets paid somewhere else. Tey have a toss-up between capital improvement and salaries since fire equipment is so expensive (Dailey). Councilmember Morhmann said we need to re-do job descriptions so that we can have something to compare and see where our bbiggest gaps in salary are. Then make a plan that might take 5 years inse we won’t be able to come up