

03.16.2023 Special Called City Council Meeting Minutes

Richard Boyett, Mayor

Desiree David, Councilmember

Carolyn McWaters, Councilmember

Fred Terrell, Councilmember

Marilyn Clay, Mayor Pro-Tem

Scott Swigert, City Manager

Eddy Lowery, Councilmember

Terry Blackwell, City Secretary

Mayor Richard Boyett not present.

Mayor Pro-Tem Marilyn Clay presiding.

Meeting called to order at 4:08 pm

Public Comments:

Scott Lambert spoke regarding the Blue Group.

Livestock Parade Resolution allowing for the parade on April 8, 2023, to go forth. A motion was made by Council Member Lowery and a second was made by Council Member McWaters to approve the Livestock Parade. Motion passed. 5 for 0 against.

Discussion of salaries of city personnel. City Manager Scott Swigert provided the Council with a spread sheet of different pay grades for city staff. There is a ten percent range between grade 1 and grade 2 at the midpoint. There is a 45% range between the minimum and the maximum. There are nineteen grades starting from grade one all the way up to grade nineteen. Each of the employee classifications have been assigned a grade.

At the top of the page, you will see you have option 1, option 2, and option 3. During the Gallagher presentation they presented three different options for consideration. Option 1 was to bring all employees up to at least the minimum. Option 2 would bring all employees up to the market or the midpoint and it is the most expensive option. Option 3 presents the best, most efficient, and most fair for most employees. That is where you consider the penetrations range within the grades. In 2021, when they created the grades, wherever that position was at in the pay grade. We would maintain that percentage so if they were within 25% of the pay grade, they would maintain 25% and if they were at 75% of the pay grade, they would remain at 75%. Example: It theoretically takes seven to ten years to get to the midpoint or the market. If you are an employee that has been here or within that position for two or three years, then you would be within 25% of that pay grade. If you have been here fifteen years then you would be higher up to the maximum, and you would maintain that level within your pay grade. Option 3 would be maintaining that level within your pay grade.

All employees were adjusted to the 2080 hours for full-time and the 1508 hours for part-time. There is Option 1, 2 or 3 on an annual basis and keep in mind this would be your cost on an annual basis. If you make an adjustment in April. You would have to budget that full annual cost going forward because that is how much it would cost going forward.

The red, yellow, and blue rows, the red is the number of employees below the minimum. There is currently forty employees below the minimum. This is about one-third of our employees. We have one hundred and twenty employees in our organization and forty of them are below the minimum. The yellow are those employees that are between the minimum and the midpoint. There is an additional 40 employees that are between the minimum and the midpoint of their pay grade. That is ninety-six employees that are below the market. The blue are employees that are above the maximum and they will remain above the maximum.

To get all the employees up to the minimum for the remainder of the year that would be about 57,000.

Staff needs to know the direction council would like to take.

Council Member Carolyn McWaters stated, "The dispatchers and the police chief needed to go to midpoint."

Mayor Pro-Tem Marilyn Clay stated, "Our firefighters also needed to be brought up to minimum."

Council Member Fred Terrell stated, "Referring back to the minutes of the January 17th meeting this amount did not include the benefits."

City Manager Scott Swigert stated, "One of the reasons we went back to Gallagher was because of all the employees we were losing."

Council Member Fred Terrell stated, "We should discuss this with department heads. Council gave a three percent salary adjustment that cost the city and taxpayers \$121,000 and a merit based of two percent that cost the city and taxpayers \$80,000. Health insurance went up nine percent and we gave that to them at no cost to them, that cost the city and taxpayers was \$93,000."

Mayor Pro-Tem stated, "We wanted to take action where it is needed. We know we will not be able to do it all at once, but we do need to start somewhere."

Council Member Eddie Lowery stated, "He would like to sit down with each department head and form a plan."

Mayor Pro-Tem stated, "The city is growing, and the fire department and police department are overworked and stressed and they are underpaid, that is a problem."

Council Member Desiree David stated, "It is not a good feeling to be underpaid."

Chief Sean Anderson stated, "The current grant funding for firemen is at the current pay and would not include any raises so the city would need to make up the difference."

City Manager Scott Swigert stated, "That to bring everyone to the minimum it would cost \$57,000."

Council Member Carolyn McWaters asked, "If the minimum would take the dispatchers to \$18.00?"

City Manager Scott Swigert stated, "No, that would go to 16.44. That would be a fifty-cent raise."

Chief Broussard stated, "There will be better applicants with higher pay."

Officer Scott Felts stated, "That we should have a step plan. It gives loyal employees a reason to stay."

City Manager Scott Swigert stated, "The comp study is getting everyone where they need to be. Then a step plan is something else that we need to work on to get the employees in the proper position within their grades."

Council Member Fred Terrell made a motion to bring everyone up to minimum range.

Council Member Eddy Lowery seconded the motion.

Council Member Carolyn McWaters made a motion to amend the motion that was made by Council Member Fred Terrell to add the \$3.00 to the dispatchers' pay and to keep the Director of Development Services at his current pay.

The motion was revised. Council Member Carolyn McWaters made a motion to bring everyone up to a minimum and give the dispatchers \$3.00 more an hour to include the part-time and supervisor. The Development Services Director would also receive the minimum pay.

Council Member Eddie Lowery seconded the amended motion. Motion passed. 5 for 0 against.

The original motion was voted on and passed. 5 for 0 against.

City manager asked council if for the future are we going to option 3 with a step plan?

There was a positive consensus to start on the process for that.

Council Member Eddie Lowery made a motion to adjourn, seconded by Council Member Carolyn McWaters.

Meeting adjourned at 5:38 pm



Richard Boyett, Mayor

Attest:



Terry Blackwell, City Secretary