

City of Rigby
Special Council Meeting Minutes
August 11, 2021

The Council President Datwyler called the meeting to order at 7:00 pm Wednesday, August 11, 2021.

The Chair asked the clerk to call the roll:

| | |
|-----------------------|---------------------|
| Councilman D Burke | Present |
| Councilwoman King | Present |
| Councilman Datwyler | Present – via phone |
| Councilman R. Burke | Absent |
| Councilwoman Weight | Present |
| Councilwoman Harrison | Present |

Also present: Chief Tower, Iona Hansen (clerk), Mitch Bradley

The chair indicated the decision this evening is to consider a 3%, 5%, or 6% raise for the employees.

Councilwoman Weight moved to stay with the 3% raise as presented in the original budget.

Councilwoman King countered the motion to increase the pay but for appointed officials with a 6% across the board.

Councilman D Burke wanted clerk Dave Swager to provide more explanation. He's okay with the one time increase in wages. Felt the city is not compatible with other cities. Councilman Datwyler mentioned that any increase on one year will create an increase equal to the percentage given this year plus any additional percentages (compounding). Councilwoman Harrison agreed that our employees are being paid a lower wage than other cities plus we have saving which could be used. Feels in future years any expense can be recouped in future years. Councilman D Burke felt the employees have not had over a 1.0 to 1.5 % per year over the last 10 plus years. Burke felt impact fees will help support the various departments. Councilman Datwyler stated the council had the department heads project their budgets what increase did they put in? Mitch Bradley: Wages started out at \$2.00 and some come in early and bust their butts for the city others only due what is asked of them. Going straight across the board for all employees he struggles with that because some perform better than others. Feels any raises should be left to the department heads. Increases should go to those that excel but the decision should be left to the department head. Sam Tower requested a 3% current pay increase and implementing a 3% in the step/grade schedule.

Harrison felt having a separate budget line amount to give department heads the option to award raises based on merit. Councilman D Burke prefers performance based wage/increase. Harrison asked how we can afford a million dollars for a new shop but we can't afford \$30,000 for raises? King felt the base pay needed to be fixed.

Datwyler recapped discussion: Increase base pay; give department heads option to give performance based raises. Datwyler suggested a max of 5% to a min of 1% at the discretion of the dept. heads.

Harrison suggested keeping the 3% already budgeted in the budget but add a "discretionary fund" per department for future years.

Councilman D Burke mentioned there were two motions on the table and he would second the motion with the 6% increase excepting the appointed officials.

The chair asked that the motion be restated: Councilwoman King moved to grant a 6% increase across the board excepting the appointed officials and to review the process for merit increases. Councilman D Burke seconded the motion.

The chair asked the clerk to poll the council:

| | |
|-----------------------|-----|
| Councilman D Burke | Yes |
| Councilwoman King | Yes |
| Councilman Datwyler | No |
| Councilwoman Weight | No |
| Councilwoman Harrison | No |

Councilwoman Harrison moved to accept the budget at 3% with an addition 3% in the amount of \$30,353 being designated as performance rate increase which could be granted at any time during the year to the departments.

Councilwoman King made a counter motion for a 5% increase broken down to an across the board, excepting appointed officials, increase of 1% being designated as merit rate increase which could be granted at any time during the year.

The chair seconded Councilwoman Harrison's motion.

After discussion between the chair and Councilman D Burke, Councilman D Burke seconded the counter motion.

The chair asked the clerk to poll the council on the counter motion:

| | |
|-----------------------|-----|
| Councilman D Burke | Yes |
| Councilwoman King | Yes |
| Councilman Datwyler | No |
| Councilwoman Weight | No |
| Councilwoman Harrison | No |

The chair indicated he had seconded Councilwoman Harrison motion and asked the clerk to poll the council.

| | |
|-----------------------|-----|
| Councilman D Burke | No |
| Councilwoman King | No |
| Councilman Datwyler | Yes |
| Councilwoman Weight | No |
| Councilwoman Harrison | Yes |

Councilwoman King moved for a 5% raise across the board excluding appointed officials at a later date discuss merit pay. Councilman D Burke seconded the motion.

The chair asked the clerk to poll the council:

| | |
|-----------------------|-----|
| Councilman D Burke | Yes |
| Councilwoman King | Yes |
| Councilman Datwyler | No |
| Councilwoman Weight | No |
| Councilwoman Harrison | No |

Councilwoman Weight mentioned her motion to accept the 3% raise as presented in the original budget was still on the table for all employees. To which Councilman Datwyler seconded.

The chair asked the clerk to poll the council:

| | |
|-----------------------|-----|
| Councilman D Burke | No |
| Councilwoman King | No |
| Councilman Datwyler | Yes |
| Councilwoman Weight | Yes |
| Councilwoman Harrison | No |

Councilwoman Harrison moved for a 3% across the board for all employees including appointed officials with a 2% of discretionary merit for each department. Motion seconded by Councilman Datwyler.

The chair asked the clerk to poll the council:

| | |
|-----------------------|-----|
| Councilman D Burke | No |
| Councilwoman King | No |
| Councilman Datwyler | Yes |
| Councilwoman Weight | No |
| Councilwoman Harrison | Yes |

Councilman Datwyler moved with the 3% as presented except for appointed officials. Councilwoman Harrison seconded with the explanation that she tried to compromise in the middle but couldn't come to a consensus.

The chair asked the clerk to poll the council:

| | |
|-----------------------|-----|
| Councilman D Burke | No |
| Councilwoman King | No |
| Councilman Datwyler | Yes |
| Councilwoman Weight | Yes |
| Councilwoman Harrison | Yes |

Councilman Datwyler moved to adopt the tentative budget. Councilwoman Harrison seconded.

The chair asked the clerk to poll the council:

| | |
|---------------------|-----|
| Councilman D Burke | No |
| Councilwoman King | No |
| Councilman Datwyler | Yes |

Councilwoman Weight Yes
Councilwoman Harrison Yes

Councilwoman Harrison moved to publish the tentative budget and hold the public hearing on August 26, 2021. Councilman Datwyler seconded.

The chair asked the clerk to poll the council:

Councilman D Burke No
Councilwoman King No
Councilman Datwyler Yes
Councilwoman Weight Yes
Councilwoman Harrison Yes

Councilwoman Harrison moved to adjourn seconded by Councilman Datwyler.

The chair called for a voice poll: all in favor none opposed.

CITY OF RIGBY



Jason Richardson, Mayor

ATTEST:

David Swager, Clerk