MINUTES OF A SPECIAL CITY COUNCIL MEETING HELD TUESDAY, JULY 28, 2014 – 7:00 P.M. – ROCKVILLE CITY HALL

The meeting was called to order by Mayor Jeff Hagen. Roll Call was taken and the following members were found to be present: Mayor Hagen, Council members Susan Palmer, Don Simon, Randy Volkmuth and Duane Willenbring. Absent: None

Staff members present were: Administrator/Clerk Rena Weber & Public Works Director Roger Schotl.

Others present were: Tom & Olivia Maselter, Tudie Hermanutz, Vince & Audrey Schaefer, Rick & Dorothy Tallman, Carol Dietman, Stephanie Dickrell, Dick Nieters, Andrew & Eunice Molitor, Maria Fussy, Doris Schneider, Kari Lindbloom, Brian Lindbloom, Travis Rothstein, Dan Welle, Amanda Filla, Ed Karls, Ann Filla, Dave Regneir, David Hunstiger, Ed Hunstiger, Paul Betz, Sara Welle, Sharon Spohnheim, Steve & Sandy Pfannenstein, George Bechtold, Jesse Bechtold, Jeff Welle, Paul Wirth, & Brian Herberg.

PAY RANGES/STEPS & PAY INCREASES – Mayor Hagen announced that a special meeting had been called to consider the pay ranges, steps and pay raises for the full-time employees. He noted that information was given some time ago to the councilors and were asked to bring their input to the HR committee.

Member Palmer read her information previously presented to the council on 7/16/14.

Member Volkmuth reported that he did some homework and realizes we did fall behind in the wage category. He did vote against COLA and now feels the increase is warranted.

Member Willenbring stated that Member Palmer shared her information, read the list of how staff got raises and then read how 17 other cities got increases. He went on the LMC list serve and did his homework. He too, contacted Rebecca Hardell from the LMC and read her email.

"Hello Council Member Willenbring,
Thank you for taking the time to speak with me this morning regarding the Salary & Benefits Survey and how to use this as a tool when reviewing and making important compensation decisions.
As we discussed, when cities use the survey to review salaries, there are filters in place to help cities pull meaningful data. When pulling data users have the ability to select positions the city may have or a close match to the position at the city. After selecting positions a user then has the option to filter results by city population size and region within the state. By using these filters a user can gather, for example, a city administrator's salary for cities in the Northwest Region and whose population is between 1,000 - 2,000 residents.
Another filter option is to self-select neighboring cities. This can be useful to make sure your city is offering competitive wages to cities in the area. When a city can offer competitive wages it helps retain and attract talented employees.
We also chatted briefly about Pay Equity. If your city would like help with Pay Equity, making sure the city stays within compliance, the League can certainly help review job descriptions and help establish job points. We would just ask you to provide us plenty of time so we can help you with this important and challenging task.
If you have any questions please let me know.

Warm Regards,
Rebecca"
Rebecca Hardel | Senior Human Resources Representative

Member Willenbring urged members to take the emotions out of it. He recommended forming a task force of: someone from staff, LMC rep, HR member, someone from the public, and a public servant.

Member Volkmuth asked Duane what data don't you think is here.

Member Willenbring had heartburn with granting the 22% increase.

Member Palmer voiced concern that data was filtered appropriately.

Member Willenbring suggested hiring Walters Consulting Group or the LMC to do a study.

Member Palmer to Member Willenbring stated that we did look at the ranges, job descriptions, etc.

Member Simon stated that he has been a proponent to keep wages up, but not a 13% to 22% increase. He never saw a 13% increase in his life. The only two that deserve a pay raise are the bottom two.

Mayor Hagen to Member Simon –I hope you understand how % work and based on what number. Mayor Hagen also talked about Administration stepping up to take over for finance after Amy died with no extra compensation.

Motion by Member Volkmuth, second by Member Palmer, to accept the proposed pay scale, step program and increases as presented including discussion on fire department pay.
AYES: Hagen, Palmer & Volkmuth
NO: Simon & Willenbring

Member Willenbring asked why not include the Fire Department in the discussion?

Member Volkmuth was okay to include the fire department pay in the dialog.

ROGER SCHOTL RESIGNATION – Mayor Hagen announced that discussion would now be held regarding the resignation of Roger Schotl as Public Works Director. Along with this discussion Mayor Hagen wished to discuss the role of the council in that "As individuals, councilmembers have no administrative authority. They cannot give orders or otherwise supervise city employees unless specifically directed to do so by the council." This is information from the LMC.

Mayor Hagen suggested that we appoint Don Simon & Duane Willenbring to find the next Public Works Director, that this person have the same credentials as Roger, and further that this person be paid no more than $22.07.

Motion by Member Volkmuth, second by Mayor Hagen, to appoint Don Simon & Duane Willenbring, to take over finding the new Public Works Director.
AYES: Hagen, Palmer, Simon, Volkmuth & Willenbring
Motion passed on a 5 to 0 vote.

Motion by Member Volkmuth, second by Member Willenbring, to accept the resignation of Roger Schotl as Public Works Director effective 7/31/14.
AYES: Hagen, Simon, Volkmuth & Willenbring
NO: Palmer
Motion passed on a 4 to 1 vote.

Motion by Mayor Hagen, second by Member Volkmuth, to approve hiring of People's Service once again.
AYES: Hagen, Palmer, Simon, Volkmuth & Willenbring
Motion passed on a 5 to 0 vote.

ADJOURNMENT – ***Motion by Member Volkmuth, second by Member Willenbring, to adjourn the meeting at 6:49 p.m. Motion carried.***

VERENA M. WEBER-CMC	***JEFF HAGEN***
ADMINISTRATOR/CLERK	***MAYOR***

It should be noted that Carol Dietman presented two petitions (one requesting a 1% increase and one requesting mailed notice of special meetings).