

KETTLE FALLS CITY COUNCIL MEETING
BUDGET WORKSHOP
NOVEMBER 10, 2015

CALL TO ORDER

Mayor Dorothy Slagle called the meeting to order at 6:18 p.m. and led the audience in the Pledge of Allegiance.

ROLL CALL

Dorothy Slagle, Bonnie Bradley, Jesse Garrett, Dale Drake and Debbie Gaskin.

STAFF

Staff - Paul Jacobs, Rod Sly, Chad Reagles, Jason Knisley, RJ Plaster, Larry Stephenson, Raena Hallam, Dave Keeley and Joel Gassaway.

GUESTS

Guests - No guests were present.

ANNOUNCEMENTS AND MAIL RECEIVED

As there were no Announcements and Mail Received, City Council moved on to the Public Comment.

PUBLIC COMMENT

As there was no Public Comment, City Council moved on to the Consent Agenda.

CONSENT AGENDA

As there was no Consent Agenda, City Council moved on to Committee Reports.

COMMITTEE REPORTS

As there were no Committee Reports, City Council moved on to Staff Reports.

STAFF REPORTS

As there were no Staff Reports, City Council moved on to New Business.

NEW BUSINESS

As there was no New Business, City Council moved on to Old Business.

OLD BUSINESS2016 BUDGET

Mayor Slagle explained the tight budget over the last few years has been from decreased revenues from the State and lower interest rates.

Wastewater Operator II Paul Jacobs asked if the 2016 budget would include wage increases. Paul read a memo he wrote to City Council:

Joel/Raena/Mayor/City Council,

As we are going into budget season, I would like to revisit compensation, responsibilities and performance of the Wastewater Operator II position. The last time this was reviewed your salary survey (see below) indicated that the WWTP0II position was at 94.66%, whereas all the other position were far below the current salaries. I find this very hard to believe since my level of responsibility is that of a Forman plus the Management of the wastewater facility, collection system and lift stations in town. I am directly responsible to the department of Ecology for sampling, Monthly Discharge Reports, Quarterly Monitoring Well Reports, Annual Wasteload Assessment, Annual Biosolids Report, Updating O&M Manuals, an Industrial User Survey, and updating changes to our local sewer ordinance, as well as the regular operation and maintenance of the facility.

I would like to point out that the inclusion of the septage receiving station was my idea up front for the wastewater treatment plant. Although we had some glitches at the beginning of operation, it has become a valuable income generating asset to the city. It has been challenging but rewarding to operate and manage, especially this year with the fire camps, tainted water acceptance, and working in the regular septage haulers. FY 2015 the septage receiving has generated \$113,454. I have worked hard to accommodate business and operate the plant in accordance to Department of Ecology standards. There should be some reward for this continued effort.

The flaw of the previous salary survey data that was used at my last request is that the WWTP0II data represents an operator at a facility in general, not the lead operator in charge or wastewater superintendent accountable for all the reporting to the Department of Ecology, as well as being on call almost 24/7.

I am asking that my compensation be placed somewhere between that of a Forman and Superintendent.

Paul Jacobs

Position	Monthly City	Monthly Avg. (Survey)	Percent of Average
City Superintendent	4,838.71	5,839.00	82.87%
Utility Foreman	3,958.52	4,866.00	81.35%
City Crew	3,346.68	3,718.00	90.01%
WWTPO I	3,501.07	3,977.00	88.03%
WWTPO II	3,806.25	4,021.00 [2013]	94.66%

Council Member Dale Drake stated he feels Mr. Jacobs has a legitimate complaint.

After discussion, Council Member Dale Drake stated the City Council has no qualms about giving raises.

City Foreman Rod Sly stated he feels the staff should not have to come to City Council meetings to beg for a raise. Rod stated the staff and City Council should meet more often. Rod also stated dividing the department would not be a good thing. It is a better environment if everyone is on the same team.

Mayor Slagle asked the Finance Committee to revisit the job description for the Wastewater operator II and discuss wages for all positions.

PUBLIC COMMENT

As there was no Public Comment, City Council moved on to Adjournment.

ADJOURNMENT

Mayor Dorothy Slagle adjourned the meeting at 7:53 p.m.

Approved:

Dorothy Slagle, Mayor

Attest:

Raena Hallam, Clerk/Treasurer