

## Waitsburg City Council Special Meeting – December 14, 2015

Mayor Gobel called the meeting to order at 6:30 p.m.

### Roll Call

City Clerk Randy Hinchliffe called the roll. The following were present:

**Mayor:** Walt Gobel

**Council Members:** Marty Dunn, KC Kuykendall, Deb Callahan and Karl Newell

**Others:** Gwen Gobel, James Lynch

### Public Comment

No public comment given.

### Unfinished Business

#### a. 2016 City of Waitsburg Budget Workshop

City Administrator presented the 2016 City Budget Revenue and Expenditures excluding items from the previous meeting that were requested to be removed.

#### b. Resolution 2015-564

Purpose of the meeting was to discuss various items requested to be updated in the City's personnel manual that impact the 2016 City Budget. Council members discussed each item asking questions of the Administrator as they made their way through the document. After the end of the discussion, the following guidance was provided to the Administrator as a means to update the document to present at the December 17<sup>th</sup> Council meeting for consideration after a presentation of the 2016 budget with updates to the personnel manual.

- Probation would be lower to one month with benefits to start within 30 days of the 30 day review pending a favorable outcome (Future employees only).
- Adjustments to wages for competitiveness would need to be approved by the City Council as a part of the budget adoption process.
- Change in the medical cost share program from a cap system to a percentage cost share of 80/20 with the employer contributing 80% and employees contributing the remaining 20%
- Longevity would start at date of the establishment of the policy to include 2% added to the base wage amount for every five years of service to the City, pending favorable evaluations during the preceding five years.

With no more discussion, due to the short turn around in meeting dates, City Administrator gave a quick overview of the upcoming council meeting agenda for the December 17<sup>th</sup> Council meeting.

### Adjournment of Meeting

There being no further business, the meeting was then adjourned at 7:30 p.m.

**Approved:**

12/17/2015

**Attest:**

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Mayor

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City Clerk