

MINUTES
Special City Council Meeting
April 23, 2024
Page 1

MINUTES

CITY COUNCIL MEETING
COUNCIL CHAMBER, CITY HALL
APRIL 23, 2024
5:30 p.m.

PRESIDING: Mayor Richard Mays

COUNCIL PRESENT: Darcy Long, Tim McGlothlin, Rod Runyon, Scott Randall, Dan Richardson

COUNCIL ABSENT: None

STAFF PRESENT: City Clerk Amie Ell

CALL TO ORDER

The meeting was called to order by Mayor Mays at 5:30 p.m.

ROLL CALL OF COUNCIL

Roll Call was conducted by City Clerk Ell. Long, McGlothlin, Runyon, Randall, Richardson, Mays present.

EXECUTIVE SESSION

In accordance with ORS 192.660(2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

Mayor Mays recessed Open Session at 5:35 pm

Mayor Mays reconvene Open Session at 8:00 pm

Discussion & Decision:

Mayor Mays explained wage adjustments made to salaries of the City Manager and City Attorney as well as other exempt non-union employees in fiscal year 2023-2024. He broke down the salary increases by Cost of Living Adjustment (COLA), yearly step increases for those who were not

MINUTES
Special City Council Meeting
April 23, 2024
Page 2

already at the top of their pay scales, and merit increases. He said that last year all groups had received a 7% COLA, 3% step increase if they were not already topped out on their salary schedules, and a 2.5% merit increase totaling a 12.5% change. He then notified Council the COLA for this coming fiscal year would be 3.3% and step increase would remain at 3% for those who qualified for them. He said there was no merit increase included for the coming year.

Mayor Mays said both had received sterling evaluations and Council should consider and discuss a merit increase for this reason.

McGlothlin said when comparing the salaries of The Dalles City Manager and City Attorney to other researched Oregon municipalities it appears The Dalles is in the middle. Pendleton was lower, Canby higher, Hood River higher. He said the City Attorney salary was higher in The Dalles compared to the others researched.

Randall said given the good performance evaluations, they should not give zero for merit. He suggested giving a 0.7% increase to bring the total up to 7% including COLA and step increase.

Richardson asked if the step increases was automatic.

Mayor Mays said that it depends on the evaluation. A bad evaluation would not get the step increase, but this was not the norm.

McGlothlin said The Dalles wants to be competitive, fair, and reward merit.

Richardson said replacement costs would be hard to gauge and it is difficult to hire currently in nearly all professions. He said high performing staff are currently running this organization and that needs to be recognized.

Mayor Mays said the quality of the evaluations and the competition in the employment market should drive the decision. He suggested a 1.5% merit increase in salary.

Randall said 0.7% seemed like a small increase for merit and 1.5% was acceptable to him.

Long said she was thinking of the people paying taxes who were not getting the same salary increases.

McGlothlin said he agreed with Long but it was important to remain competitive. He said incremental merit pay of 1.5% was fair and avoiding catching up with large increases was preferable.

MINUTES

Special City Council Meeting

April 23, 2024

Page 3

Mays said citizens of the community were not used to getting 12.5% raises. He said the reason why the large increase occurred last year was to reorganize and become more competitive.

McGlothlin said all three employees the judge, city attorney, and city manager were exemplary people and he wanted to keep them working for the City. He said 1.5% was a fair amount for merit increase.

Long asked Council to consider what the other exempt non-union employees were getting for merit.

Mayor Mays said that would mean a 0% merit increase as the exempt non-union did not receive this.

McGlothlin asked if there was a possibility merit pay would be discussed during the budget committee meetings.

Richardson said there had been a complete salary evaluation last year that had bumped almost all of them upward. He said the city offered good jobs, good salary, and good benefits. Council was to evaluate the City Manager and City Attorney not the other employees.

Long said that even though Council was not responsible for evaluating other staff, that did not mean they were not deserving of merit pay increases as well.

Mayor Mays said to remember nearly half of the staff already at the top of the salary schedule will not receive the 3% step increase, only the 3.3% COLA. He said there could be a compromise of giving a 1.0% merit.

Richardson asked if there was confirmation that others were not receiving a merit increase.

Randall said there should be a merit increase for the City Manager and City Attorney who they were responsible for evaluating.

McGlothlin said all councilors would be at the budget committee meeting and they would have the opportunity to make a merit increase a priority for other staff then.

Runyon said 6.3% was a good increase.

It was moved by Long to give a merit increase equal to the other exempt employees to the City Manager and City Attorney. There was no second.

MINUTES
Special City Council Meeting
April 23, 2024
Page 4

Richardson clarified the merit increase decision being made at this meeting was based on the performance evaluations of the two employees.

Mayor Mays recessed.

Mayor Mays returned and notified Council after speaking with the City Manager there was no merit increase for exempt non-union employees.* However, some employees receive stipends, for example Spanish speaking or other special skills. He says it is in the City Manager's contract that he is eligible for a merit increase.

Richardson asked if other exempt employees ever received a merit increase.

Mayor Mays said last year a 2.5% merit increase was given to exempt employees.

It was moved by Randall and seconded by Richardson to give a merit increase of 1.5% to the City Manager and City Attorney. Seconded by Richardson. The motion carried 3 to 2; Randall, Richardson, McGlothlin voting in favor; Long, Runyon opposed; none absent.

ADJOURNMENT

Being no further business, the meeting adjourned at 8:32 pm

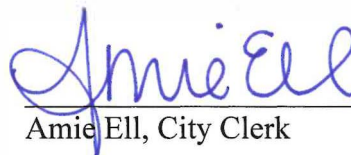
Submitted by/ Amie Ell, City Clerk

SIGNED:



Richard A. Mays, Mayor

ATTEST:



Amie Ell, City Clerk