

Minutes

BASEHOR CITY COUNCIL

December 11, 2006

6:00 p.m.

Basehor City Hall

Official Presiding: Mayor Chris Garcia

Members Present: Pres. John Bonee, Iris Dysart, Bill Hooker, Terry Thomas

Members Absent: Keith Sifford

Staff Present: Carl Slaugh, Gene Myracle, Mary Mogle, Dustin Smith

Newspaper: None

Mayor Garcia called the work session to order at 6:00 p.m. with all members present with the exception of Councilmember Sifford.

Item #1. Discussion regarding 2007 Wage Adjustments

City Administrator reviewed what was proposed in the past, 5% pay increase that would be tied to a cost of living (COLA) factor and merit increase. There had been some discussion on whether the COLA paid should be 3.3% with a merit increase of 1.7%. The 5% could be tied for a performance and/or merit plan and explained the performance evaluation he had presented at a previous meeting. Mr. Slaugh reported he received a MARC salary survey and had based his report from that information as well as the League of Kansas Municipalities salary survey. The MARC information includes six counties in the metropolitan area.

Council discussed the difference between salaries verses benefits. President Bonee suggested looking at other cities benefit packages prior to making a decision. Mr. Slaugh stated he would need more time to prepare a proper wage plan. Mr. Slaugh inserted into the PowerPoint presentation Basehor's benefit package. This allowed the Council to witness the difference between Basehor's benefit package verses other cities included in the MARC survey.

Council decided there was no rhyme or reason to what other cities offered in benefits.

Councilmember Dysart questioned the LKM report (page 10) were over the City of Basehor's population other than the City of DeSoto. She went over several positions noting she felt the City was paying more than the average median.

Detective Martley noted the City of Basehor should compare themselves to cities in the metropolitan area due to our location. He explained the City of Tonganoxie's police chief stated he felt the City of Basehor should pay more than City of Tonganoxie.

Councilmember Thomas stated he felt the starting patrol officer were underpaid in comparison to other cities Basehor's size and even a 5% increase would not catch up to what the wage should be. Mr. Slauch stated it was not just the police department; other departments were also below the average as well. He noted entry-level wages has been a consistent problem with hiring throughout the different departments. Mr. Slauch stated many employees like working in small cities and are willing to work for less money. Detective Martley stated their caseload has increased about 200%. Councilmember Hooker stated he has received calls complaining about police officers (i.e. harassment, lack of patrolling).

Employee Traci Myracle noted the city superintendent lost two employees in one year to better paying jobs. Mayor Garcia stated all departments are experiencing the same problem. He explained the employees are not asking for an increase in benefits and to make a "living wage".

George Smith spoke in favor of the increase stating he could not imagine anyone coming to work as a police officer or wastewater officer and try to raise a family on what the starting pay is for Basehor.

Mr. Slauch stated he felt like the benefit package was fairly competitive. President Bonee said it's the tax base that the wages are being drawn from and needs to be looked into further. He wanted to make sure when looking at the comparison, that all avenues are a researched, wages and benefit package should be compared in detail.

Council discussed costs of deferred compensation and Kansas Police & Fire benefits.

Mr. Slauch questioned what other information Council wanted to see prior to making a decision. Council would like to see a benefit package comparison. Mr. Myracle stated he does not want to see his benefit package changed. He would like to see a wage plan that allows for an incentive package for employees that receive certifications. He would like to be competitive with area cities so he can keep the employees he currently has under his supervision.

Councilmember Dysart went back to the report that was presented on December 4th, noting the city was well within the median. She does not feel the City has the tax base to support the wage increase. Mayor Garcia stated the City of Basehor was at the bottom at the scale.

The city administrator stated he would try to compile another report and deliver to the city council Friday.

Work Session was adjourned at 7:55 p.m.

Submitted for Council approval with or without corrections or additions this 18th day of January, 2007.





Mayor Chris Garcia

Attest:



Mary A. Mogle, CMC, City Clerk