

**MINUTES OF THE SPECIAL
WORK STUDY SESSION HELD BY
THE MOORE CITY COUNCIL AND
THE MOORE PUBLIC WORKS AUTHORITY
JUNE 10, 2011 – 6:30 P.M.**

The City Council of the City of Moore met at Moore City Hall in the upstairs conference room, 301 North Broadway, Moore, Oklahoma on June 10, 2011 at 6:30 p.m. with Mayor Glenn Lewis presiding.

David Roberts
Councilman, Ward I

Robert Krows
Councilman, Ward I

Kathy McMillan
Councilwoman, Ward II

Janie Milum
Councilwoman, Ward II

Jason Blair
Councilman, Ward III

Terry Cavnar
Councilman, Ward III

PRESENT: Krows, Blair, McMillan, Cavnar, Milum, Lewis
ABSENT: Roberts

STAFF MEMBERS PRESENT: City Manager, Steve Eddy; Assistant City Manager, Stan Drake; City Attorney, Randy Brink; and City Clerk/Finance Director, Jim Corbett.

Agenda Item Number 2 being:

DISCUSS PAY SCALES FOR EMPLOYEE WORK GROUPS.

Steve Eddy, City Manager, stated that he distributed information to the City Council by e-mail; however, he was uncertain if it was germane to the discussion Council wanted. Mr. Eddy reiterated that in the 2011-2012 budget staff proposed merit increases for eligible employees, or around 200 people. Merit increases are typically around 2% to 2.5%. Staff proposed a \$1,000 stipend for the remaining 92 or 93 employees. Mr. Eddy stated that many of these employees have not had a merit or pay increase for some time, adding that these employees are the long time employees. Mr. Eddy indicated that the City of Moore is one year behind Oklahoma City's current union contracts for police and fire. Oklahoma City's current contract did not include a pay raise. AFSCME negotiations were ongoing but were put on hold until after the work study session.

Mr. Eddy indicated that the salary survey indicated that some ranks in police and fire are already at or above Oklahoma City. That happened a few years ago when some steps were added to those ranks. As previously mentioned Moore attempts to be one year behind Oklahoma City on their union contract. Moore is at their level because Oklahoma City has not had raises for two years, and Moore had a raise one year.

The OML payroll survey indicated that many of the employee classes are at or not too far off Oklahoma City. However, the jobs do not match exactly. Staff has not set out intentionally with the AFSCME union to

meet Oklahoma City's pay scale. Mr. Eddy requested that Council review the information and advise staff on the direction they would like to go.

Mayor Lewis stated that he proposed a 1% COLA because OML stated that a stipend would be considered a gift. Councilman Cavnar asked for more information on the e-mail sent by Mr. Eddy. The City Manager indicated that Council approved the stipends in the budget at the regular meeting held June 6, 2010. Councilman Cavnar asked if the stipends would be a one-time payment or something they would receive each year. Mr. Eddy indicated that they would only receive the stipend one time. Mayor Lewis stated his opinion that the City could give Christmas bonuses but not stipends. Randy Brink, City Attorney, advised that Christmas bonuses were allowed under a resolution that the City Council passed several years ago. Steve Eddy, City Manager, stated that stipends had been given out in the past. Councilman Krows asked if there was a legal limit on the amount of the stipend. Mr. Brink indicated that he was not aware of a limit to the amount of the stipend. Mayor Lewis asked when the last salary survey was obtained for the City. It was estimated that the last salary survey was performed approximately seven years ago. At that time the City moved the steps from 5% apart to 2.5% apart. The general employees and the department heads that are not covered by AFSCME, approximately 20, fall in that category. There are 15 steps in the range so it would be 14 years because of the way the system works.

Mayor Lewis said he doesn't care what is approved as long as it is legal. Mr. Eddy stated that from staff's perspective union negotiations bind the City as far as what can be done. The police and fire employees are very well paid. However, that was the stated goal by the City Council at the time. He felt it was a good thing because we have extremely qualified employees in the police and fire departments.

Councilman Cavnar stated that Moore was a year behind Oklahoma City; however, it was his understanding that Oklahoma City does not have merit steps so wouldn't that mean Moore is paying higher wages than Oklahoma City? Jim Corbett, Finance Director, stated that it does not mean that. Moore uses Oklahoma City's pay table straight out of their union contract. Steve Eddy, City Manager, stated that they also receive longevity pay and uniform pay, but the City's employees receive the same salary as Oklahoma City a year later. Mr. Corbett stated that there is a longevity table that is also looked at. Mr. Eddy indicated that Moore's table is virtually identical. Mr. Eddy repeated that it is no different than Oklahoma City's pay table other than steps were added to ranks for Sergeant and above in the Police Department, and Lieutenant and above in the Fire Department. There are two 2.5% steps added to the pay table resulting in an additional 5% in pay. Some of the ranks only have one step. The others have three or four steps. Comparing an Oklahoma City and Moore employee with the same rank and same years of service they would receive the same pay. However, the Moore employees that have two additional steps in the pay scale would eventually have the opportunity to receive more money. Councilman Cavnar indicated that he was not opposed to paying Moore's police and fire employees Oklahoma City wages, he merely had questions about having both a pay scale and longevity pay scale. Mr. Corbett indicated that there are years of tenure for each rank before they are eligible for promotion which is similar to Oklahoma City. For example, an employee must be a police officer for five years before being eligible to become a Sergeant. If the City goes out of that structure it could be a free for all. Councilman Krows stated that was his concern. The police department must understand that they have to take whatever Oklahoma City's contract dictates whether it is good or bad. Two steps were added to certain ranks. This was negotiated in exchange for the Disciplinary Matrix which helps the department tremendously. Mr. Eddy stated that to the unions' credit they have taken the good with the bad; however, with the Oklahoma City contract there has been more good than bad. There was one year when Oklahoma City did not receive any raises. Early on there was large raises which they benefited from and now, it appears to be more in line with cost of living percentages.

Councilman Blair asked if a stipend could be given legally. Councilwoman McMillan indicated that the City had previously given stipends. Randy Brink, City Attorney, stated that he was unaware that the Oklahoma Municipal League had taken the position that a stipend could be considered a gift. Mr. Brink indicated that

he needed to do additional research on his own and possibly discuss with OML why they were taking this position. Councilman Krows indicated that a few years ago school teachers received a stipend in lieu of raises. Mayor Lewis commented that the State Legislature approved the stipends. Councilman Cavnar stated his preference was to follow Mr. Eddy's recommendation but he obviously wanted to ensure that it was legal to do so. Mayor Lewis concurred. Steve Eddy, City Manager, stated that he felt certain it was legally okay to give stipends but in order to make everyone feel secure about the decision staff will research the issue further. In terms of fairness, he felt this option was fair because 200 of the City's employees will receive 2% to 2.5% raises because of their merits. The remaining 100 employees, who are the longest serving employees, would not have received anything if the City had not given them a stipend. Mr. Eddy continued by stating that if everyone received a COLA that would take care of the 100 employees who would have received a stipend but you will be giving the 1% COLA to the other employees who are already receiving 2% to 2.5%. Councilman Krows stated that he would like to look into the stipend option. Councilman Cavnar stated that he liked the option because it allows staff to know where they are financially. Mr. Eddy added that it doesn't compound like longevity numbers, or other things that are added to base pay, rather than a stipend.

Mr. Eddy indicated that the budget was approved with the stipends. If there is a consensus of the City Council then staff will verify the legality of giving stipends, and if it is determined to be legal, that is the option he will go with. He stated that to some extent, the unions may be upset with that option because they got wind that there was a possible 1% COLA being considered.

Councilman Krows expressed his appreciation to everyone for attending the meeting in order to clarify the questions that he had.

Agenda Item Number 3 being:

ADJOURNMENT

Councilman Cavnar moved to adjourn the special work study session, second by Councilman Krows. Motion carried unanimously.

Ayes: Krows, Blair, McMillan, Cavnar, Milum, Lewis
Nays: None
Absent: Roberts

The meeting was adjourned at 7:07 p.m.

TRANSCRIBED BY:

RHONDA BAXTER, Executive Assistant

RECORDED BY:

JIM CORBETT, City Clerk

FOR:

JANIE MILUM, MPWA Secretary

These minutes passed and approved as noted this ____ day of _____, 2010.

ATTEST:

JIM CORBETT, City Clerk