

PERSONNEL COMMITTEE MEETING MINUTES
JUNE 23, 2021

The Personnel Committee met on Wednesday, June 23, 2021 at 4:15pm. Present were Mayor Staner, Council Members Bill Hosch and Andy Kelchen and the City Administrator, Deanna McCusker.

The purpose of this meeting was to discuss employee wages for the upcoming fiscal year. Additionally, the Library Board wants to increase the Library Director's hours to full-time, therefore, making her eligible for the insurance. The Library Board basically has control over their employees with compensation and benefits. As long as they stay within their approved budget, they may do so. The cost for the insurance is included in the budget for FY22.

The committee also discussed increasing the boot allowance provided to the public works employees each year. It has been \$50 for several years and the cost of work boots have increased over many years. Some cities provide a reimbursement of the cost of the boots, others reimburse a large amount. After some discussion, it is recommended by the Personnel Committee that we increase the reimbursement amount to \$100 annually for all public works employees.

The committee then began discussing wage increases for city employees. They reviewed what some neighboring cities are paying their city employees and compared to our wages. The wages being paid to the City of Cascade employees are lower than the majority of the cities reviewed. The employees have received a 2% wage increase 5 years in a row and we need to bump up the employees. The City Administrator provided a variety of different pay increase options for the employees. There was discussion related to certifications and other ways that employee pay gets increased. It was also discussed on developing a new employee step pay increase once they learn how to use all the equipment, learn processes, etc., so they can get some bump ups in the first 2 years before they can get certified in water or wastewater. We will work on this yet this year so it is in place when the time comes.

After some discussion, the committee is recommending higher pay increases for the city employees. This will be reviewed by Council at the special meeting Thursday, June 24.

With nothing further, the meeting adjourned at 5:30pm.

Deanna McCusker, City Administrator

Greg Staner, Mayor