

**CITY OF CARROLLTON
SPECIAL COUNCIL MEETING
CITY HALL**

**MARCH 29, 2017
6:00 P.M.**

PRESENT

MAYOR: ROBB ADAMS

**COUNCIL: KEVIN CRAIG
MIKE GORDON
DWIGHT LOUDEN
DOUG HILL
JEFF DICKOW**

CITY CLERK TREASURER: LEATHA GRIMES

POLICE CHIEF: MIKE WILLHOITE

ASSISTANT POLICE CHIEF: TIM MITCHELL

PUBLIC WORKS SUPV.: RON KNIGHT

PRESS: NEWS DEMOCRAT/KRISTIN BECK

ABSENT: COUNCILWOMAN HAYLEY FRANKLIN

CALL TO ORDER

THE MEETING WAS CALLED TO ORDER AT THE HOUR OF 6:02 P.M. BY MAYOR ADAMS. THE MAYOR DECIDED TO FOREGO THE PLEDGE OF ALLEGIANCE AND INVOCATION.

CITY EMPLOYEES SALARY BUDGET

THE MAYOR EXPLAINED THAT THE REASON FOR THE SPECIAL MEETING WAS DURING THE BUDGET MEETINGS THE POLICE DEPARTMENT HAD SUBMITTED A PROPOSAL FOR EITHER \$3,000, \$4,000 OR \$5,000 ACROSS THE BOARD RAISES IN ORDER TO RAISE THE ENTRY LEVEL SALARY AND RETAIN CURRENT EMPLOYEES. IT WAS DECIDED TO HAVE A SPECIAL MEETING TO DISCUSS THE ISSUE FURTHER ALONG WITH PROPOSALS FOR THE OTHER DEPARTMENTS. ASSISTANT POLICE CHIEF, TIM MITCHELL, HAD PREPARED A SPREADSHEET SHOWING HOW THE SALARY INCREASES WOULD BE DISTRIBUTED. USING \$4,000 PER EMPLOYEE TIMES THE NUMBER OF EMPLOYEES INCLUDING THE 2 POSITIONS NOT YET FILLED, HE CAME UP WITH A TOTAL AMOUNT TO BE DISTRIBUTED AMONG THE VARIOUS POSITIONS, WITH THE LOWEST PAID POSITIONS RECEIVING MORE THAN THE SUPERVISORS AND HIGHER PAID POSITIONS. HE HAD DONE A SIMILAR SPREADSHEET FOR DISPATCH AND PUBLIC WORKS. THE GOAL WAS TO RAISE THE STARTING SALARY FOR A POLICE OFFICER FROM \$33,400 PER YEAR TO \$40,000.

COUNCILMAN GORDON SAID HE HAD A PROBLEM WITH A POLICE OFFICER WHO HAS BEEN WITH THE CITY THREE YEARS MAKING MORE THAN A PUBLIC WORKS EMPLOYEE WHO HAS BEEN WITH THE CITY ELEVEN YEARS. HE ASKED IF ANYONE ELSE HAD A PROBLEM WITH THAT. COUNCILMAN DICKOW SAID IT IS ALREADY DONE WITHIN THE POLICE DEPARTMENT AND THAT NEWER OFFICERS MAKE MORE THAN SENIOR OFFICERS.

COUNCILMAN LOUDEN SAID THAT FOR MANY YEARS THE CITY HAD GIVEN 3% COST OF LIVING RAISES EVEN THOUGH THE COST OF LIVING HAD NOT BEEN 3% WHICH SHOWED THAT AN EFFORT HAD BEEN MADE TO KEEP BRINGING EMPLOYEES' SALARIES UP. HE MENTIONED THAT TAXES HAD NOT BEEN RAISED IN SEVERAL YEARS AND IN ORDER TO GIVE THAT KIND OF INCREASE TAXES MIGHT HAVE TO BE

RAISED. HE ALSO POINTED OUT THAT SALARY INCREASES ARE RECURRING EXPENSES. HE SAID THAT IN TEN YEARS THIS INCREASE WOULD COST THE CITY 1.4 MILLION DOLLARS. HE QUESTIONED THE ALMOST 20% INCREASE TO SOME OFFICERS. HE THOUGHT THAT SEEMED EXCESSIVE. HE THOUGHT THE GOAL WAS REASONABLE BUT THAT IT DIDN'T HAVE TO BE DONE IN ONE YEAR.

COUNCILMAN DICKOW SAID HE FEELS LIKE IF THE CITY DOESN'T RAISE THE SALARIES AND RETAIN CURRENT EMPLOYEES THAT THE CITY WILL SPEND AS MUCH ON OVERTIME AS THEY WOULD HAVE SPENT ON THE INCREASES. HE FELT LIKE THERE WOULD BE MORE TIME WASTED SENDING OFFICERS TO THE ACADEMY ONLY TO HAVE THEM STOLEN BY OTHER DEPARTMENTS.

COUNCILMAN LOUDEN SUGGESTED HALF THE AMOUNT THE POLICE DEPARTMENT WAS PROPOSING WHICH WOULD MAKE IT 5% OF THE TOTAL DEPARTMENT SALARY BUDGET TO BE ALLOCATED AS THE CHIEF SEES FIT OR AS HALF OF THE AMOUNTS OUTLINED IN THE CHART. THE REST OF THE DEPARTMENTS WOULD GET 4% TO BE ALLOCATED BY THE SUPERVISORS. THE EVALUATIONS WOULD NOT TAKE EFFECT THIS YEAR DUE TO THE INCREASES BEING IMPLEMENTED DIFFERENTLY THIS YEAR.

COUNCILMAN DICKOW SAID HE STILL DOES NOT THINK 5% SOLVES THE PROBLEM.

PUBLIC WORKS SUPERVISOR, RON KNIGHT, SAID THAT THE MEN WHO WORK FOR HIM IN PUBLIC WORKS HAVE TALENTS AND COULD GO ELSEWHERE TO MAKE MORE MONEY TOO. HE POINTED OUT THAT ONE OF THEM IS A STONEMASON AND WELDER, AND ANOTHER IS A GOOD REPAIRMAN. HE WOULD LIKE TO SEE THEIR SALARY RANGES RAISED ALSO.

THE MOTION WAS MADE BY COUNCILMAN LOUDEN AND SECONDED BY COUNCILMAN GORDON AND DULY CARRIED TO APPROVE A 5% INCREASE OF THE POLICE DEPARTMENT SALARY BUDGET TO BE ALLOCATED BY THE POLICE CHIEF AS HE CHOOSES WITH 4% FOR THE OTHER DEPARTMENTS TO BE DISTRIBUTED THE SAME WAY.

AYES 5 NAYS 0

THE MOTION WAS MADE BY COUNCILMAN GORDON AND SECONDED BY COUNCILMAN CRAIG AND DULY CARRIED TO LOOK AT ALL OF THE DEPARTMENTS' PAY RANGES BEFORE NEXT FISCAL YEAR'S BUDGET.

AYES 5 NAYS 0

ADJOURNMENT

THE MOTION WAS MADE BY COUNCILMAN LOUDEN AND SECONDED BY COUNCILMAN CRAIG AND DULY CARRIED TO STAND IN ADJOURNMENT AT THE HOUR OF 7:05 P.M.

AYES 5 NAYS 0

ATTEST:

ROBB W. ADAMS, MAYOR

LEATHA S. GRIMES, CITY CLERK-TREASURER