

**CLARKSTON CITY COUNCIL MINUTES**  
**Budget Workshop**  
**November 30, 2016**

**CALL TO ORDER:** The meeting was called to order at 6:30 p.m. by Mayor Lawrence.

ROLL CALL: Terry Beadles, Monika Beauchamp, Belinda Campbell, John Murray, Skate Pierce, Brian Kolstad  
Absent: Kelly Blackmon

STAFF: Clerk Storey, Chief Hastings, Chief Cooper, PWD Martin

Mayor Lawrence said that for the next council meeting she plans to prepare a resolution setting a salary range for the Clerk/Treasurer's position and the PWD position. The range would start at a lower rate than the current employees are making. She said she doesn't feel a new employee should necessarily start at the same salary as an experienced employee. Councilmember Pierce asked if the salary range would guarantee that a position was paid a fair amount more than the people they supervise. Mayor Lawrence said the new salary range plan would start with new employees, but not impact current employees. There was discussion of the sick leave cash-out benefit that management was recently granted and that it is an expensive benefit that should maybe be eliminated. Storey explained that the policy for management employees says after 10 years there is a 50% cash out and after 20 years there is a 100% cash out. Council could adopt a new policy that limits the cash out to current management employees and those hired in the future would not be eligible. All labor groups have sick leave cash out that is based on a hire date, so not all employees have it now. Chief Cooper reminded council that all labor groups, except management, receive a contribution to a health savings plan that is funded by the City. Pierce said there should a policy to ensure that management wages do not fall below their subordinates again. Mayor Lawrence said she calculated that a 5.5% increase for management and 6.5% for the commander would place everyone above the level of the average police sergeant. Pierce commented that when Storey is replaced at a lower rate, that could offset the increases.

Mayor Lawrence commented on the need to maintain an adequate carryover. Storey said the recommended carryover is enough to cover 3 months of expenses. In the City's case that would be about \$1 million. Our anticipated carryover at the end of 2017 is only \$440,000.

Councilmember Murray said he would like to propose a decrease in the card room tax from 6% to 3%. He suggested increasing the business license fee to make up the lost revenue. The final direction is to prepare an ordinance to reduce the card room tax to 4%.

Business license rates were assigned to Community Development Committee for a recommendation.

Councilmember Beadles suggested one of the committees look at the requirements for becoming a Well City which would us 2% on our health insurance premiums.

**ADJOURN:**

Meeting adjourned at 7:44 p.m.

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Vickie Storey, City Clerk

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Monika Lawrence, Mayor