



**MAYOR**  
Dianne M. Keller

**COUNCIL**  
Howard O'Neil, Seat A  
Diana L. Straub, Seat B  
Noel H. Lowe, Seat C  
Robert Sande, Seat D  
Ron Cox, Seat E  
Mark A. Ewing, Seat F

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**WASILLA CITY COUNCIL  
MEETING AGENDA**  
WASILLA CITY COUNCIL CHAMBERS  
Wasilla City Hall, 290 E. Herning Avenue, Wasilla, AK 99654 (907) 373-9090

**SPECIAL MEETING**

**5 P.M.**

**NOVEMBER 18, 2004**

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PLEDGE OF ALLEGIANCE**
- 4. APPROVAL OF AGENDA**
- 5. NEW BUSINESS**
  - A. Matters Of Interest With Employees Pursuant To WMC 3.90.080.
- 6. MAYOR, CLERK AND COUNCIL COMMENTS**
- 7. ADJOURNMENT**

**1. CALL TO ORDER**

The special meeting of the Wasilla City Council was held on Monday, November 18, 2004, at the Wasilla City Council Chambers, Wasilla, Alaska. Mayor Keller called the meeting to order at 5:05 p.m.

**2. ROLL CALL**

Mayor Dianne M. Keller was present.

Council Members present and establishing a quorum were:

Mr. Howard O'Neil, Seat A, Deputy Mayor  
Ms. Diana Straub, Seat B  
Mr. Rob Sande, Seat D  
Mr. Ron Cox, Seat E  
Mr. Mark Ewing, Seat F

Council Member Noel Lowe, Seat C, was absent and excused.

Staff in attendance were:

Ms. Kristie Smithers, City Clerk  
Ms. Jamie Newman, Deputy Clerk  
Mr. Ted Leonard, Director of Finance and Administrative Services  
Mr. Don Savage, Police Chief

**3. PLEDGE OF ALLEGIANCE**

Ms. Lynn Gronlund led the Pledge of Allegiance.

**4. APPROVAL OF AGENDA**

The agenda was approved as presented. No objection was raised.

**5. NEW BUSINESS**

A. Matters Of Interest With Employees Pursuant To WMC 3.90.080.

Mayor Keller invited comments from the floor.

Mary Bixby, Executive Assistant:

- noted she appreciates having the opportunity to address the council.

David Eller, Police Officer:

- requested that the city increase police officer pay as it continues to lag in comparison to other police departments in the state of Alaska. (*Officer Eller presented concerns in a written statement signed by the following: Lt. Craig Robinson; Sgt. Ken Conn; Sgt. Ray Chmielowski; Officer Jean Achee; Officer Joan McNeal; Officer Rick Manrique; Officer Doug Sonerholm; Officer A.T. Long; Officer Tim Jessen; Officer Chris Watchus; Officer Joel Smith; Officer Kristi Witherspoon; Officer David Eller; Officer Kelly Swihart; Officer Scott Vukich; Officer Cecil Dickerson; and Officer Jentry Crain*)

Kristi Witherspoon, Police Officer:

- requested the opportunity for light duty at the police department.

Ken Langlois, Parks and Property Technician II:

- thanked the council for providing a forum for employees to bring forward ideas;
- spoke about his concern about the way the merit system is administered; and
- requested that the city address the questions he presented in writing.

Written questions presented by Ken Langlois and Keith Jones are as follows:

- If employees chose to unionize would the council recognize the union as a bargaining unit and if not why?
- will the city consider allowing employees to take comp. time in lieu of overtime pay?
- will the city share information on employees who received an exceptional performance evaluation to serve as an inspiration to their fellow employees?
- requested that the city consider a bi-monthly payroll and educate employees on the pros and cons of bi-monthly verses bi-weekly.

Cecil Dickerson, Police Officer:

- requested information about how the city calculates military leave.

The mayor invited further questions from employees, however, no one came forward.

Discussion moved to the council and the finance director answered questions about the city's overall compensation program.

Chief Savage answered questions from the council regarding how he has directed supervisors to evaluate officers.

Discussion continued on issues raised by employees.

The consensus of the council was to direct administration to survey employees to find out if employees prefer a bi-weekly or a bi-monthly payroll system and to inform employees on the pros and cons of each system. No objection was raised.

The mayor noted that administration would conduct the survey and report the results in January 2005.

## **6. MAYOR, CLERK AND COUNCIL COMMENTS**

Mayor Keller:

- briefly commented on a recent Resource Development meeting she attended;
- congratulated city staff members who recently received community awards;
- spoke on the importance of paying all city employees fairly and equitably regardless of position or job title; and
- noted that administration is considering publishing an employee newsletter in an effort to better inform employees on matters related to employment.

Council Member Ewing:

- suggested that administration place a suggestion box around city facilities in an effort to receive ideas and feedback from employees;
- suggested enacting a combined step and merit system; and
- thanked employees for attending the council meeting.

Council Member Cox:

- commented about his personal experience with various compensation programs; and
- thanked employees for attending the council meeting.

Council Member Straub:

- thanked employees for presenting information to the council; and
- spoke about the value of all city employees.

Council Member O'Neil:

- thanked employees for the information presented; and
- noted the information will be taken into consideration.

Council Member Sande:

- noted all comments made this evening would be taken into consideration; and
- thanked employees for attending the council meeting.

7. ADJOURNMENT

The meeting adjourned at 7:10 p.m.

  
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DIANNE M. KELLER, Mayor

ATTEST:

  
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KRISTIE L. SMITHERS, MMC  
City Clerk

Adopted by the Wasilla City Council on December 13, 2004.