



MAYOR
Dianne M. Keller

COUNCIL
Greg Koskela, Seat A
Douglas W. Holler, Seat B
Steven Menard, Seat C
Marty Metiva, Seat D
Ron Cox, Deputy Mayor, Seat E
Mark A. Ewing, Seat F

**WASILLA CITY COUNCIL
MEETING AGENDA**

WASILLA CITY COUNCIL CHAMBERS

Wasilla City Hall, 290 E. Herning Avenue, Wasilla, AK 99654 (907) 373-9090

SPECIAL MEETING

5:15 P.M.

NOVEMBER 2, 2006

I. CALL TO ORDER

II. ROLL CALL

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF AGENDA

V. NEW BUSINESS

A. Matters Of Interest With Employees Pursuant To WMC 3.90.020.

1. **IM No. 06-21:** November 2, 2006 Employee Meeting
Correspondence.

2. Employee Comments

VI. AUDIENCE COMMENTS

VII. MAYOR, CLERK, AND COUNCIL COMMENTS

VIII. ADJOURNMENT

I. CALL TO ORDER

The special meeting of the Wasilla City Council was held on Thursday, November 2, 2006 at the Wasilla City Council Chambers, Wasilla, Alaska. Mayor Keller called the meeting to order at 5:15 p.m.

II. ROLL CALL

Council Members present and establishing a quorum were:

Mr. Greg Koskela, Seat A,
Mr. Steve Menard, Seat C
Mr. Marty Metiva, Seat D
Mr. Ron Cox, Deputy Mayor, Seat E
Mr. Mark Ewing, Seat F

Mayor Keller noted that Council Member Doug Holler, Seat B, was absent and inquired if there was any objection to excusing his absence. No objection was raised by the council.

Staff in attendance were:

Ms. Kristie Smithers, City Clerk
Ms. Jamie Newman, Deputy Clerk
Ms. Sandra Garley, City Planner

III. PLEDGE OF ALLEGIANCE

Ms. Sandra Garley, Deputy Administrator led the Pledge of Allegiance.

IV. APPROVAL OF AGENDA

Mayor Keller inquired if there were adjustments to the agenda as presented. None were noted. The agenda was approved as presented with no objection raised.

V. NEW BUSINESS

A. Matters Of Interest With Employees Pursuant To WMC 3.90.020.

1. **IM No. 06-21:** November 2, 2006 Employee Meeting Correspondence.

2. Employee Comments

MOTION: Council Member Cox moved to limit comments to five minutes per person.

Discussion followed.

MOTION: Council Member Menard moved a primary amendment that additional comments may be made only after everyone has an opportunity to speak. Comments are limited to five minutes per person with a maximum of two speaking times per person.

VOTE: The main motion, as amended, passed unanimously. (The primary amendment was deemed final on the main motion and allowed to stand. No objection was raised.)

Ms. Monica Miller, Water/Wastewater Laborer:

- asked why the water/wastewater laborer job description is the same or very similar to the Tech I job description;
- asked why there are no incentives for water/wastewater laborers to stay with the city once they are trained; and
- stated there is a high turn over in employees for the laborer position.

Ms. Miller talked about the duties performed by laborers and compared those duties to tasks assigned to Tech I and Tech II positions.

Ms. Sandi Connolly, Public Works

- questioned the figures shown in the Compa Ratios per department as of June 30, 2006 and the table showing the average percentage increase in pay for city employees from July 1999 to June 2006; and
- requested that the council amend the code to address overtime issues for employees called out on emergencies.

Ms. Jana Griffin, Public Works:

- asked why her job was placed in a Grade 6 when other Tech I positions were placed in a Grade 8; and
- requested that her job be evaluated and classed in a Grade 8 considering the level of responsibility it carries.

Mr. Lynn Grundland:

- requested that employee meeting packets be emailed to employees in a more timely manner;
- requested an employee advocate for employees to discuss labor issues freely and confidentiality;
- stated employee meetings should be scheduled during business hours; and
- asked about the process for amending the code.

Officer Craig Robinson, Vice President Wasilla Police Employees Association:

- thanked the council for addressing issues brought forward in the past; and
- stated that police officers are not attending the employee meeting because the council has been instructed not to act on issues brought forward.

Mr. John Becker, Public Works:

- questioned the placement of positions in the salaries grades and ranges; and
- questioned the range of average increases in pay between departments.

Ms. Sandi Connolly, Public Works:

- expressed concern about the figures given for the average starting wage for full time regular employees and the current average hourly wage for full time regular employees.

Ms. Jana Griffin, Public Works:

- suggested the city enter into a city wide recycling program.

Ms. Sandra Garley, Deputy Administrator:

- stated that in the future employee meeting packets will be distributed to employees electronically in a more timely manner; and
- reviewed information contained in the document titled Information in Response to Questions from Employees, dated October 30, 2006. (Clerk note: See IM No. 06-21.)

Discussion moved to the council and questions were asked of the deputy administrator.

The council requested that the deputy administrator first address questions raised by employees during the meeting.

The deputy administrator explained the difference in essential functions in the job descriptions for of Water/Wastewater Laborers and Tech I.

Discussion and debate ensued regarding attendance of the mayor and department heads at employee meetings. (Clerk note: no action was taken on this matter.)

Ms. Monica Miller, Public Works:

- questioned why the city doesn't offer pay incentives to employees for job related educational achievements; and
- suggested that the city add additional Tech I positions.

Discussion moved to the council and questions were asked of the deputy administrator and Ms. Miller related to the laborer position.

Mr. John Backer:

- suggested that the council amend WMC 3.55.100 to reflect that stand by and call out pay will be paid to eligible employees regardless of the day of the week.

Discussion followed and questions were asked of the deputy administrator and Mr. Becker.

Ms. Lynn Grondlund, Public Works

- stated there is a difference in the definition of paid time off and holiday pay as it relates to emergency call out time.

The deputy administrator explained the data in the Information in Response to Questions from Employees, dated October 30, 2006. (See IM No. 06-21)

Ms. Sandi Connolly, Public Works:

- questioned if the cost of labor adjustment is given across the board to all employees including those who are paid at the end of the scale; and
- requested that job descriptions be revised to reflect actual duties performed by employees.

Ms. Carolyn Kerns-Paramore, Public Works:

- requested clarification on whether the cost of labor is paid in addition to the merit increase earned by employees;
- questioned how funds are budgeted for pay increases;
- requested information on how evaluations are scored; and
- asked who performs market studies on job descriptions.

The deputy administrator talked about how merit increases are earned and applied and how the cost of labor adjusts the salaries grades and ranges.

The mayor talked about the timeline for market studies and noted market studies are contingent on council funding.

Discussion followed by the council on whether the mayor should preside at future employee meetings.

Council Member Metiva suggested that perhaps in the future the council could appoint a subcommittee to meet with employees on behalf of the council.

Mayor Keller noted she supports employees and wishes to continue to attend employee meetings during her tenure as mayor.

Discussion followed on how jobs are placed in the salaries grades and ranges.

Mr. Keith Jones, Public Works:

- requested that the council consider paying employees who are on standby during weekdays.

Mr. Lynn Follett, Property Maintenance:

- spoke about his experience with apprentice verses journeymen level work.

Mr. William Miller:

- shared his observation with the employee meeting process;
- questioned if employees meetings are a results oriented process; and
- suggested that employees may not understand the definition of meet and confer.

VI. AUDIENCE COMMENTS

Mr. Charles Roberson:

- commented on the property tax structure in the borough.

VII. MAYOR, CLERK, AND COUNCIL COMMENTS

Mayor Keller:

- thanked the employees for attending.

Council Member Menard:

- thanked the employees for attending the meeting; and
- commented on the format of the meeting.

Council Member Cox:

- thanked the employees for attending the meeting;
- expressed appreciation to employees for the work that they do; and
- stated the city overall has a low employee turnover rate.

Council Member Metiva:

- thanked the employees for attending the meeting.

Council Member Ewing:

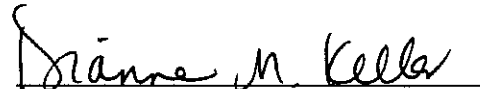
- commented on the definition of meet and confer.

Council Member Koskela:


- thanked the employees for attending; and
- expressed his view of meet and confer.

VIII. ADJOURNMENT

With no further business at hand, Mayor Keller adjourned the meeting at 8:03 pm.


DIANNE M. KELLER, Mayor

ATTEST:


KRISTIE L. SMITHERS, MMC
City Clerk

Adopted by the Wasilla City Council on November 27, 2006