MINUTES

FOR THE WORKSHOP FOR

CITY COUNCIL OF THE CITY OF BANDERA

SEPTEMBER 10, 2015

AT 6:00 PM IN THE MUNICIPAL BUILDING

AT 511 MAIN STREET, BANDERA, TX

1. Meeting called to Order by Mayor John Hegemier at 6:01 pm. Council members Glenn Clark, Suzanne Schauman, Sheila Pumphrey, and Jim Hannah were present. City Administrator, Lamar Schulz, City Secretary, Karen Chesler, City Treasurer, Trinity Burnes, Public Works Directory, Roy Clayton, City Marshal, Will Dietrich, and City Municipal Court Clerk, Jannett Pieper were also present. Charlotte Browning arrived late.
2. Workshop Discussion:

Proposed budget for FY 2015-2016

Lamar Schulz stated he was not sure where they all wanted to start but wanted to look at the Utility Fund where the biggest changes took place. The Utility Fund Revenue on page 31 they were tasked with doing some evaluations of the water, wastewater, and garbage rates to see how it would affect the numbers. They did some analysis and have increased the rates based upon council adjusting these rates. Lamar Schulz stated we can start at the beginning and just look through each page and when they have questions to let him know. The first is the revenue from the General Fund as it was before. John Hegemier asked if this is the tax rate of $.40 per $1,000. Lamar Schulz replied right and it is not figured in at 100 percent because you do not always collect the 100 percent. Suzanne Schauman stated they have already established they need to raise the utility rates because they have not done it in five years and they do not need a loss for this. She cannot agree to raise the utility rates and the property taxes in the same year. The Utility Rate is a much more universal way of creating revenue because every business owner or renter will pay for the utility increases but a property tax increase is only the property owners. John Hegemier stated last year the budget was kicked back because it exceeded the roll back rate and that is why they lowered it to the $.38 so they are proposing to put it back to where it was two years ago. John Hegemier stated we have to spread this out for the residents as some are on fixed incomes. Lamar Schulz stated the original figures we got were incorrect and we needed to change them. Glenn Clark stated the increased costs have not been passed on and council needs to do something about it even though it is not what they want to do.

Lamar Schulz stated under the Bandera Public Library for $11,600 was already discussed.

Sheila Pumphrey asked Lamar Schulz about the $5,000 raise for himself and if everyone else is getting raises. Glenn Clark stated in his opinion Lamar Schulz has been under paid for far too long already. Suzanne Schauman stated she has no problem giving Lamar Schulz a raise. Jim Hannah stated he has questions about it but wants to wait until they have gone through the other stuff. Charlotte Browning stated she will wait until later. John Hegemier stated funding the library has not always been in the budget and they are now asking for help. Glenn Clark asked if this is the first time they have asked for help. John Hegemier replied yes. Glenn Clark replied if the money is there then he does not have a problem with including it in the budget. Lamar Schulz stated right above this line is the contingency fund where they have placed the $12,000 for possible raises the council can use in the future. John Hegemier asked if this includes the certification pay. Lamar Schulz replied certification pay has been included in the budget under a separate line. Jim Hannah stated he is all for the funding of the library if they can afford it.

Lamar Schulz stated the next page City Secretary. Suzanne Schauman stated she would like to see Karen Chesler with a $1.00 an hour raise because it will only change by $3,000 per year. Suzanne Schauman stated she has hung in here and she has proven she wants to get better at the job and is helpful. She does not think the $3.00 is in the budget this year. Charlotte Browning stated she is also in favor of that. Glenn Clark stated he thinks they can come up with more and that would be appropriate. Glenn Clark stated she has stuck with us when we did not have positions filled and she got the job done, carried us, and we need to show our appreciation. Charlotte Browning asked what Glenn Clark was asking for. Glen Clark replied at least $2.00 an hour. Suzanne Schauman replied that is about $6,000 per year. Charlotte Browning replied she is good with that. John Hegemier asked are you going to pull that out of the contingency fund. Lamar Schulz replied yes, the contingency line because it does not change the bottom line. Suzanne Schauman stated if we have $28,618 why do they need to take it out of the contingency fund so council has funds later in the year. Jim Hannah stated he would like to come back to this at the end for salary increases for the Treasurer, also.

Lamar Schulz stated the Treasurers salary is half in this fund and half in the Utility fund. Jim Hannah stated Trinity Burnes has only been here for three months and he definitely wants to wait on this until the end when we talk about the other office salaries.

John Hegemier stated the Marshal’s Department is next but Will Dietrich did not ask for any raises this year. Will Dietrich stated he spoke to the guys and they still can get the certification pay if they take the tests. Glenn Clark asked how far are they on getting the vehicles outfitted. Will Dietrich replied the fist opening was on the 18th to get outfitted. Glenn Clark asked if this expense is going to be in this year’s budget or next year. Will Dietrich replied yes, this year. Lamar Schulz stated the only thing they have budgeted in the next budget is for the monthly payments of the vehicles. John Hegemier stated he noticed the overtime expenditure has increased. Will Dietrich replied yes sir he wanted a little cushion because they are very close to the full amount this year. Trinity Burnes stated they moved the reserves expenses down to a separate line so you can see the $25.00 per shift they are paid separately. John Hegemier stated this is well worth the $5,200 that is spent in the year for the amount of hours. Will Dietrich replied the amount just pays for the gas money from San Antonio and lunch or dinner but shows we care. John Hegemier asked if it is considered salary. Trinity Burnes replied it will probably be under $600 so they won’t have to claim it. Will Dietrich stated they use to have it under contract labor but the previous Treasurer said they were driving a city vehicle so they had to be a part-time employee. Will Dietrich stated they do not get $25.00 because they have taxes taken out but it shows we appreciate what they do and the time they put in. Will Dietrich stated the only thing he increased was the uniform budget because it had been more in the previous years.

John Hegemier stated the Animal Control Department the one thing increased was the rabies shots for the guys and it needs to be funded. Lamar Schulz stated we can take it out of another place as they do not cost that much. John Hegemier asked why the numbers have increased the amount of the departmental budget. Lamar Schulz stated they are just charging the number of hours spent doing the activity. Lamar Schulz stated when the grant ran out for cats they stopped spending time in this area.

John Hegemier stated the Municipal Court has an increase in the amounts collected. Trinity Burnes stated the $93,000 is the total fines collected and not what the city gets to keep. Jim Hannah asked Jannett Pieper if she is still willing to come on full-time and put more hours in. Jannett Pieper replied yes sir. Jim Hannah replied he thinks it would be an advantage to have Jannett Pieper here full-time even in the event when she gets caught up with the caseload and as addressed at the last meeting or in an emergency she could cover and cross-train for the Utility Clerk or the Secretary. Jim Hannah sees her as a valued employee if she wants the full-time position and she is not asking for a raise. Mr. Hannah believes they are getting a lot for their money and if it is being paid for in the Municipal Court. Suzanne Schauman stated it is going to be $66,000 but the budget is already $87,000 and the raise is over $18,000 because of the benefits involved. Trinity Burnes stated with the benefits it was more like $19,000. Ms. Schauman just does not know about this. Jim Hannah stated the $19,000 is where the Municipal Court is still running on the money taken in. Suzanne Schauman stated no because we are only netting $66,000 and not the $93,000 because some of the money goes to the state. Sheila Pumphrey stated she is trained to do Karen Chesler’s job. Suzanne Schauman stated if the workload is reduced she can fill in other places but they have a pretty good solid staff right now. Glenn Clark stated the new system the Marshal is going to install CopSync could reduce the workload also. Jim Hannah asked how much of the total amount for Jannett Pieper is going full-time. Trinity Burnes stated over $19,000. John Hegemier asked if the Marshal’s Department is writing more tickets. Will Dietrich replied they write more tickets in the summer time at the park by about 40 percent. Marshal Dietrich stated they wrote 82 citations and he would expect it to start dropping off. Suzanne Schauman stated this will also lessen the amount of her job and what she will have to do. Charlotte Browning stated it is a big thing for her to become full-time for Jannett Pieper to cover the judge. Ms. Browning is not sure how to work it so it is not as high but just saying no is not the answer either. Suzanne Schauman stated the $19,000 is not giving her a raise but just the increase in hours and benefits. Jim Hannah asked if she could take a look at increasing the hours but not to the full 40 hours. Jannett Pieper replied the report council gets now has the monthly hours she is putting in. Trinity Burnes asked at 32 hours. Lamar Schulz replied at 32 hours the city provides benefits for other employees and thus, they would be obligated to pay them at 32 hours. John Hegemier asked if they are going to come back to salaries later. Jim Hannah replied yes.

John Hegemier stated Code Compliance is next to discuss. Lamar Schulz stated the new item on his budget is the car allowance discussed about a year ago. Mike Armstrong stated council asked him to keep track of mileage to current and it is averaging about $350 to $500 a month. Mr. Armstrong stated he bought a new more economical car and he is ok with the $250 a month for the car and phone allowance. Suzanne Schauman asked if the city has supplied him with a cell phone. Mike Armstrong replied no and he does get a lot of calls on the weekends and late at night. Mike Armstrong stated he is requesting funds for a class being required of him. Mr. Armstrong stated the state is requiring everybody that inspects plumbing to be a state plumbing inspector but they only have 19 in the state, currently. Mike Armstrong stated he did not ask for an increase in salary. Suzanne Schauman stated because he is using his own vehicle and has kept the records she does not see a problem with paying him. Mike Armstrong stated he has been keeping the records and wants to recoup some of the gas. Glenn Clark stated he does not have a problem with paying for this. Charlotte Browning stated she did not have a problem with it either. Mike Armstrong added they did issue the first citation against an air conditioning business today for working without a permit.

John Hegemier stated in the Parks Department are we reallocating resources to the actual working area. Lamar Schulz replied yes it is going by wherever the employee actually work but it should not go beyond what they were originally budget for and they keep track of where the work is being done. Trinity Burnes stated the form breaks out by the department where they are working. John Hegemier asked how easy is it to keep track of how they spend their time. Roy Clayton stated they enter the information each day. It is helpful to management. Jim Hannah stated he wants to consider raises for some of the Parks Department employees. Particularly those employees who are not in the certification program. Roy Clayton stated the backbone of Parks and Streets is Alan Calaway and Cowboy are who need to be considered for raises. Suzanne Schauman stated Alan Calaway already got a $3.00 an hour raise last year. Jim Hannah added they have done a considerable amount of work. Suzanne Schauman stated after the budget last year they gave out $61,000 in raises in payroll expense. Suzanne Schauman stated most of that was for Alan Calaway and Jerry Alcorta. Lamar Schulz stated next Thursday we need to be able to pass a budget. Glenn Clark stated we need to look at recouping some of the fees for the services we are providing and have not been charging for. We need to be able to be compensated for some of these expenses and we need to get the message out to the citizens. We cannot continue to give away the services of the city that do make money. Council was elected to protect the city’s interest. Jim Hannah stated good idea. Glenn Clark added we need to have a set rate because the guys cannot just go out there and not collect since we have equipment they are using. A system needs to be built for this. Jim Hannah stated Roy Clayton should have some ideas about this. Suzanne Schauman stated we have not had someone to do these items and she would be glad to work with Roy Clayton on this. Roy Clayton stated he is willing to do this. Mike Armstrong stated we need to put a guideline on when items can be put out for the bulk pickup. Glenn Clark replied we do have one it is two weeks. Mike Armstrong added it is a fire hazard and looks like crap.

John Hegemier stated moving on to the Streets Department. Lamar Schulz asked if Cowboy is included in the figures or not. Trinity Burnes replied yes Cowboy is figured into the budget as a full-time employee. Suzanne Schauman stated the $12,000 for street repairs was figured in. Lamar Schulz replied we do have $150,000 figured in for the infrastructure for next year. Suzanne Schauman asked if the paving was for someone to contract it or are our guys doing this. Lamar Schulz replied this is to contract it out. Jim Hannah stated the patching repairs are in a different line for street materials. Jim Hannah asked Roy Clayton if he is happy with this budget. Roy Clayton stated he is but if they have a flood and they need to move money around he will request that. They are filling in potholes and edges. They are going to do some patching a couple of days of week and trim along the way. They are going to start this next week. Glenn Clark stated he is glad they have someone who understands how this is supposed to be done and it is due to the substructure underneath the patching.

John Hegemier stated the Fire Department looks like they paid off the note and all they are going to do is pay the utilities this year.

John Hegemier stated the Skate Park Trust is next. Lamar Schulz stated really nothing is going on this year. They are looking at applying for another grant and we should find out in December about the funding.

John Hegemier stated the next is the Hotel/Motel Tax and they are projecting a increase in $5,000 in revenue. Trinity Burnes replied that is the $7,000 for the four different quarters. John Hegemier asked are we getting $7,000 but last year it was only $23,000. Trinity Burnes replied yes, because they collected the money in October for the quarter that ends this month and we can put it into last year. Joe Hearn stated currently most of the Hot Tax gets turned over to another entity to be distributed. He feels the council should have a say in how it is spent. When they come and say we owe money it is a concern but does not go over well. We need to retain a certain amount each time and the city can spend it on other things. John Hegemier stated it has to be spent for heads in beds. Suzanne Schauman stated the statute really limits what the money can be spent on. Glenn Clark stated there are other thing we can do. It needs to be discussed on what they can spend the money on and requested Lamar Schulz to research and let them know. Jim Hannah stated he agrees with Joe Hearn and Glenn Clark.

John Hegemier stated moving on to EDC. Trinity Burnes stated she provided what Martha Shoemaker had given her but she is working with Incode to get something that looks like what they had. Joe Hearn stated the EDC’s practice has been to bring items to council for approval on items twice. Trinity Burnes stated it is really nice that it is all together. John Hegemier stated EDC will present the budget to council for approval at another meeting. Jim Hannah wanted to know why the revenue amount went down. Trinity Burnes stated that was EDC’s budgeting. Martha Shoemaker replied they just wanted to be very conservative. John Hegemier replied it is really conservative.

John Hegemier stated the Utility Fund. Lamar Schulz stated just as a reminder the revenues do reflect price increases and those will have to be addressed in the next year. Suzanne Schauman stated this needs to be soon because the budget starts October 1. Lamar Schulz stated yes but this does require an ordinance change and some take two readings. John Hegemier stated the revenue may not be too out of reach. Suzanne Schauman stated if we do not have the money in the budget then we have to get moving. Jim Hannah asked what we do next. Lamar Schulz stated we have to work up rate numbers. The numbers for the garbage rates are easier to do but the water and wastewater are more difficult. Lamar Schulz stated he has put numbers in the budget to have someone do a rate study. The amount needs to cover the base amount to hold on to, fund projects are coming up and the operating expenses. For garbage, they are only taking into account the bill from Republic. Employee payroll, paper, postage, and other factors that should be figured in. The gentleman just did the City of Uvalde and will come by to see what we have and what our needs are. Lamar Schulz stated it is a nationwide firm that is highly recommended. He is a water person who has worked for cities. The size of the line can change the variable on what to charge. Jim Hannah commented that as soon as he is ready, schedule a workshop. John Hegemier asked if this is necessary as he is not sure. Lamar Schulz replied every city he knows of has had a rate study analysis done. None of them have done it themselves. Trinity Burnes stated she did reach out also and that is the same thing she heard. Suzanne Schauman asked aren’t we replacing water lines and stuff also. Lamar Schulz replied yes. Lamar Schulz stated he is very concerned with the Indian Waters area because they are not inside the city and they only pay a little bit more but this will not pay to replace the pipes. They are not tax payers so it will not come from that. Lamar Schulz stated since 2011 the rate increases have not been charged to the customers. The city has absorbed the increases.

John Hegemier stated the Water Department is next. Lamar Schulz stated there is one employee in the Public Works Department that did not get a raise last year which was Jose De La Fuente. Trinity Burnes stated with this raise it only amounts to about $1,014.22 with the benefits included.

John Hegemier stated the WasteWater in next. Lamar Schulz stated the certification pay is now included in the budget for Brian Cummings with the class C license. The certification is set up similar to the Marshal’s Department and each certification up the ladder has a different amount associated with it.

John Hegemier stated the next is the Solid Waste Collection which included the new contract amounts. Lamar Schulz stated before the next meeting they will get the information together and get it handed out. John Hegemier asked if the rate increase for the residents is just $2.75 a month. Lamar Schulz replied yes about $2.77 a month.

John Hegemier stated they can go back and discuss salaries. Jim Hannah stated even though the Public Works employees got raises last year he feels two employees have been carrying the load. They are self-starters and he would like them to stay around to show the younger workers in the Public Works. They need to stop horsing around and do the work. Jim Hannah stated he is interested in what Roy Clayton feels about Alan Calaway and Robert Hauestein. Jim Hannah stated he wants to see salaries used as an incentive for good work. Jim Hannah does believe in cost of living raises for all even in the office. Mr. Hannah believes everyone knowing what the salaries are creates problems. Jim Hannah stated he believes they should be giving raises based on performance and how well the whole system is working, how well the office staff is working, and how well the moral in the field workers are. Jim Hannah feels awkward about this because he knows some of them and is cheering for them and before the night is over he is going to say he does not believe all should get a raise until we see more production and coordination of getting the job done. Jim Hannah wants to know what Roy Clayton recommends. Roy Clayton stated the men he is referring to don’t do it by themselves but they are the backbone except the water and wastewater. Mr. Clayton does not see how they can improve and they are on top of their game. Jim Hannah asked if they provide leadership to the other guys. Roy Clayton replied yes because they work side by side with the other guys. John Hegemier stated James Garcia seems to be doing good also and he does not complain. Roy Clayton stated yes he is but he has also been working at the wastewater plant with Brian Cummings. Mr. Clayton added he can write his own ticket if he is able to pass the tests for the wastewater plant license. Jim Hannah stated if they continue to get these licenses it is a better incentive to the guys but the other guys do not have licenses to strive for and deserve raises. Roy Clayton stated he does not have a career path to put them on because he does not have a vocational license or way to measure them but just give them tasks. Jim Hannah asked how much Roy Clayton thinks they should get. Roy Clayton replied $16.00 an hour but he does not know how much is available in the budget. Trinity Burnes stated currently Alan Calaway is making $13.00 an hour and Robert Hauestein is making $11.00 an hour. Suzanne Schauman stated with all of the other raises figured in here council has $47,500 and they have requests for raises of $45,000 taking out the $5,000 for Lamar Schulz is $39,000 and council wants to consider more raises. Roy Clayton stated he did not know what they have to give for raises. Suzanne Schauman stated Alan Calaway has done a great job for us. Jim Hannah stated he does not want to lose them to other places. Suzanne Schauman stated it does not always work that way. We have to look at everyone across the board. John Hegemier stated if we write down $16.00 an hour and refigure it. Trinity Burnes stated about a $3.00 an hour raise will be about $9,000 for the year for one person. Charlotte Browning asked if you have to give it to them all at once. Suzanne Schauman replied you can give it to them over the year. Charlotte Browning asked if they can give one raise to start and then another one later in the year. John Hegemier stated they are just putting numbers down on the page and see how it affects the budget. This may not be doable but let’s look at the final line. Suzanne Schauman stated they agreed to give Jose De La Fuente $.51 and then we are going to give Robert Hauestein $2.00 this is going to cause problems and dissention among the guys. Suzanne Schauman pointed out in the Utility Department they only have $14,000 to give out in raises or the budget will not balance.

Jim Hannah stated they are wrecking vehicles and equipment and they are rough on the stuff. Suzanne Schauman stated she does believe in raises but what about the reviews before raises. Jim Hannah stated that would be great to get back to that one of these days. John Hegemier stated he would like to see how this affects the budgets and see what they can afford.

John Hegemier stated the Municipal Court Clerk going full-time would be $19,000. Suzanne Schauman stated what she is asking for is an increase to the benefits that come along with the full-time status. John Hegemier stated for Karen Chesler a $2.00 an hour raise will be $6,000 for the year. Suzanne Schauman replied you figure about $3,000 per dollar per hour and for Lamar Schulz they are considering a $5,000 raise for the year.

John Hegemier stated Trinity Burnes has been working a lot of hours. Trinity Burnes stated her increase was not so much as to put a raise in the budget but to put what was on the job listing. John Hegemier stated you have been here a couple of months. Trinity Burnes replied on the last timecard she had 9 hours of overtime. Suzanne Schauman stated she is really happy with how Trinity Burnes has jumped in but would like to see the city get out of budget and get this behind us, get her familiar with the system, move on to something other than the crunching 80 hours a week on the budget and then discuss it at that time. Trinity Burnes stated her job has not been Treasurer but what a lot of her job has been is correcting other people’s mistakes. Suzanne Schauman replied she has seen that and what you have been through. Trinity Burnes replied previous and current employees. Suzanne Schauman stated the transition to the new system was never completed in the first place and she appreciates what Trinity Burnes has done. Lamar Schulz stated she has barely had tasks to work on the real job other than getting the budget dumped on her and asked to hurry, hurry, and hurry up with it. Glenn Clark stated it does not give us a clear assessment of what she can do. Suzanne Schauman replied right. Trinity Burnes stated she has a lot more she can provide council when she gets a few more hours in the day. John Hegemier stated they can put money in the contingency fund. Suzanne Schauman stated they already agreed to the $6,000 for Karen Chesler and the $5,000 for Lamar Schulz all they have left to hammer out is the Municipal Court. John Hegemier stated then the Public Works or Streets Department.

Trinity Burnes stated if you are considering giving the City Secretary a $2.00 an hour raise she can already tell them that her job is just going to go down the hole because it is a lot of what she has been facing is the lack of what or responsibilities she has been doing for a year and just stopped doing last week. Trinity Burnes stated she had three things just dropped on her last week because there have just been a lot of problems. Trinity Burnes stated she has booked two months of trash expense to revenue accounts and there has been a lot of clean up and she does not think it is better. Trinity Burnes has a lot of hope and she has been patient and a team player. Glenn Clark interjected he does not mean to cut Trinity Burnes off but he does not think this is the appropriate setting for this. Trinity Burnes replied she totally agrees with Glenn Clark but she also thinks it is very inappropriate but people that are not here on a day to day basis can have such a heavy hand on what goes on. Glenn Clark replied he does agree but there is a time and place for this to happen and format for this and this is not it because this is a budget hearing. Jim Hannah stated he would agree with what Glenn Clark is saying and thank you Trinity Burnes for what you are saying because it touches on something that we need to be aware of and things administratively here in the office have not been going smooth for months and as it relates to the budget we need to talk about that tonight. Jim Hannah stated as it relates to Trinity Burnes and your boss, Lamar Schulz, and Karen Chesler. We need to have a workshop and see what is going to go on with the teamwork. Jim Hannah stated frankly the three of you need to stay where you are at salary wise until you all can get together and come out with a way you administratively make this go smooth. Glenn Clark interjected this is an inappropriate place and this is employee job evaluations we are doing here. Glenn Clark added this is not the proper format for it. Jim Hannah replied we are in a budget hearing and why we would have merited raises and he does agree with Glenn Clark and not go any further with that. Jim Hannah stated he will stop but why they are feeling as though council has to give the hired administration higher salaries than anybody else in the city is getting when in fact maybe they can work that out and he is completely open to it in the future but does not know if he is open to it in this budget. Jim Hannah stated he does see people that do deserve the surplus funds, put more in the reserve, and have a balanced budget this year. Charlotte Browning asked if they can put the money in the budget but do a review before they give someone a raise. John Hegemeir replied that would be the contingency fund. Suzanne Schauman stated we cannot do that because we are up against the clock to get this budget finalized. Suzanne Schauman stated we agreed to do evaluations in July and get recommendations from the Department Heads so council would not be sitting here doing this right now. Charlotte Browning asked if council can put some money in the budget to be used later. John Hegemier replied he does think Charlotte Browning is right to put in the contingency fund and draw out raises. Suzanne Schauman stated she does not care. Jim Hannah stated he does agree. Lamar Schulz stated the one thing council does need to consider is Karen Chesler and he have not gotten a raise since the day they started here and we are the few who haven’t. Charlotte Browning replied correct and she believes they can do something so the money would be there to work with. Suzanne Schauman stated she understands giving raises to people who are worthy but cannot justify giving $5.00 or $3.00 an hour.

Suzanne Schauman stated she can’t justify putting Jannett Pieper on full-time for $19,000. Jannett Pieper replied if she is not here she cannot bring in the money. Suzanne Schauman replied that is correct but you have done a fine job so far. Jannett Pieper replied yes. Suzanne Schauman stated that would run your budget up over $100,000 again and you are only bringing in $63,000. The city is already eating a $24,000 deficit. Charlotte Browning stated if they can put the money in the budget to finish the budget but it is not a guarantee for any certain raise. Suzanne Schauman stated it does not work like that at this stage of the budget because they have to know how much they are going to pay each person for the year. Lamar Schulz stated council only has until next Thursday to get the budget finished.

Will Dietrich stated he hates to say this. The Marshal’s Department did not ask for any raises, they are comfortable in the department and would prefer to get something to make their jobs easier, more efficient, safer, and help the city out. Will Dietrich stated when they start hearing $2.00 and $3.00 an hour raises he is going to be dealing with moral problems and why someone makes a $1.00 less an hour and they do not have to worry about getting shot, fighting with people, hurt or spit on. Will Dietrich wants council to think about this and what he is going to have to deal with when they hear about these raises and he did not think anyone got a big raise other than himself. Will Dietrich stated these are the problems that he is going to have to deal with. Suzanne Schauman replied she does agree and does not know how they are going to address this. John Hegemier stated it does take three council people to make a decision. Jim Hannah asked if they can think about this and have another workshop on Monday. Trinity Burnes replied she is salary and can stay here all weekend and crunch some numbers. Glenn Clark asked if the Municipal Court if there is any type of compromise on this. Jannett Pieper asked what kind of compromise, sir. Glenn Clark asked if they can do anything to bring this number down. Charlotte Browning added maybe less hours. Jannett Pieper replied there is not enough hours in the day to get stuff done. Glenn Clark asked when Will Dietrich’s new system is going to be online. Will Dietrich replied it should be by the end of October and it includes the cost of the training for everyone. Glenn Clark stated before they make a final decision on this he would like to see how it impacts the clerk’s job. Jannett Pieper replied she does not see it saving her a whole lot of time as far as the data entry goes.

1. Adjourn - **Council member Glenn Clark made a motion to adjourn at 8:07 PM, seconded by Council Member Suzanne Schauman. All in favor none opposed. Motion carried.**

Attest:

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Karen Chesler John Hegemier

City Secretary Mayor