

**MINUTES OF THE
City Council Special Meeting for the City of Menan held November 17, 2015**

Presiding: Kent Clark, Mayor

Present: Ron Jones Gary Maples, Brian Storms, Becky Nelson and Cathy Harding.

City Council Meeting called to order at 7:00 pm

Mayor starts the meeting.

Gary Maples made a motion to enter into Executive Session per Idaho Code 74-206 (1) (b). Brian Storms seconded the motion. Roll call vote: Ron Jones – aye, Becky Nelson –aye, Gary Maples – aye, Brian Storms - aye. Motion carried.

Enter Executive Session at 7:02 pm.

Personnel

Gary Maples made a motion to come out of executive session. Ron Jones seconded the motion. Motion carried.

Out of Executive Session at 8:01 pm.

Mayor asks Cathy to add contact email for her on the website.

Gary discusses Matt and the information Brian got on comparisons for salary. He likes Rigby's format and would like to see this implemented here. Discussion ensues on the percentage they are giving Matt a raise on to bring his salary more in line with other cities. Brian suggests 12% to bring him up to the 33,000 mark. Discussion ensues on it being more in line with other places for wastewater. Matt needs one more license and will get it this winter. Discussion ensues on a \$100/month for each new qualification. Matt does a great job and is responsible and City wants to retain him. Discussion ensues on re-doing personnel policy.

Gary Maples made a motion to give Matt a 12% annual raise and retro pay to November 1, 2015 for that raise. Ron Jones seconded the motion. Motion passed.

Ron Jones made a motion to give the two full time employees, Matt and Cathy a \$1,000 Christmas bonus each and Roy Wright a \$500 Christmas bonus. Brian seconded the motion. Motion passed.

Gary Maples made a motion to give Cathy a 3% cost of living raise and retro pay to November 1, 2015 for that raise. Brian Storms seconded the motion. Motion passed.

Brian talks about more wage structure and job descriptions and the personnel policy. Discussion ensues on outlining a schedule.

Discussion ensues on Roy's wages. Brian will talk to him in the spring if he comes back and we will get him an increase then.

Gary Maples made a motion to adjourn the meeting. Ron Jones seconded the motion. Motion carried.

Council meeting ends at 8:24 pm.



Cathy Harding, City Clerk/Treasurer