

Minutes

THE CITY OF TUTTLE COUNCIL MEMBERS MET IN REGULAR WORKSHOP SESSION ON **APRIL 24, 2023, AT 6:00 P.M.** IN THE TUTTLE CITY HALL BUILDING LOCATED AT 221 W. MAIN STREET

MEMBERS PRESENT: SCOTT DICKSON, TREY BUCK AND AARON MCLEROY

MEMBERS ABSENT: AUSTIN HUGHES AND MARY SMITH

STAFF PRESENT: DANA SCHOENING, DAVID PERRYMAN, WENDY MARBLE, AARON SLATTERY, DON CLUCK, RYAN ALLEN AND JULIE MOWDY

OTHERS PRESENT: LESLIE WALKER

CALL TO ORDER McLeroy called the meeting to order at 6:15 p.m.

ROLL CALL Marble called roll and declared a quorum present

ORDER OF BUSINESS

1. DISCUSSION regarding consideration of On-Call Pay Policy for Public Works employees

Schoening asked should we consider policy for on call when they may or may not be called out. Slattery presented the 2023 on-call schedule. He stated if an employee is called out, they are guaranteed two hours pay, but no pay if not called out. He stated a week is 168 hours and 40 are work hours and 128 are on call hours with no compensation if not called out. Mowdy stated she reviewed the on-call policies from other cities. She stated there is a quality-of-life hinderance when there are the constraints of the on-call schedule. Mowdy suggested \$100 a week and \$150 a week for the holiday week. She stated that the employees are on call approximately four times a year. The annual cost would be \$5600. Slattery discussed the on-call procedures and that there are sometimes 20-30 calls per week. Dickson stated there should be some compensation. Perryman discussed the FLSA and Department of Labor regulations. Slattery presented the on-call response time is within 45 minutes from the call. He stated superintendents are also called out. Buck asked what employees have take home vehicles and Slattery stated water department as they work 7 days a week and are a critical position. He stated that some in construction and the superintendents have vehicles. McLeroy stated those who have a vehicle are receiving compensation. Rates of pay and holidays were discussed. Mowdy will bring back some sample policies for review.

Motion was made by Buck, seconded by Dickson to extend the Workshop Meeting for 15 minutes at 7:00 p.m. Motion carried as follows:

Aye: Dickson, Buck and McLeroy

Nay: None

2. DISCUSSION regarding employee share in insurance premiums

Schoening presented we have discussed some participation in cost for the employees and dependents. He stated open enrollment is in June. Mowdy presented numbers with current rates and numbers with employees paying a percentage and a spousal surcharge as a possibility. Dickson asked what the deductible is currently and Mowdy stated \$6,600 with the employee paying \$1,000 and city paying the balance.

Motion was made by Buck, seconded by Dickson to extend the Workshop Meeting for 10 minutes at 7:15 p.m. Motion carried as follows:

Aye: Dickson, Buck and McLeroy

Nay: None

Perryman stated this could erode the savings if younger employees don't participate in the plan. Mowdy stated rates will be available at the May meeting. Cluck asked if this is for union employees and McLeroy stated it should include all employees. Perryman stated it will apply for all if the CBA's (Collective Bargaining Agreements) are worded correctly. He stated he will review this. Schoening stated we will come up with some options to review and choose at the next meeting.

Motion was made by Dickson, seconded by Buck to extend the Workshop Meeting for 5 minutes at 7:25 p.m. Motion carried as follows:

Aye: Dickson, Buck and McLeroy

Nay: None

Members discussed the options they would like to see for employee participation.

Motion was made by Dickson, seconded by Buck to extend the Workshop Meeting for 5 minutes at 7:30 p.m. Motion carried as follows:

Aye: Dickson, Buck and McLeroy

Nay: None

3. UPDATES, DISCUSSION, and QUESTIONS regarding:

- a. Monthly Financial Report for March 2023**

Schoening presented the financial report and stated he is available for questions.

ANNOUNCEMENTS

Dickson stated he will not be able to attend the May 8th meeting.

McLeroy stated Hughes and Watson will be absent as well and we may need to reschedule it to May 15th. Perryman stated you may change the date of a regular meeting with a ten-day notice. He stated the Mayor can call a special meeting for the 15th and on May 8th someone will need to stay at City Hall to notify those possible attendees that the date has changed.

ADJOURNMENT

Motion was made by Dickson, seconded by Buck to adjourn the Workshop Meeting at 7:35 p.m. Motion carried as follows:

Aye: Dickson, Buck and McLeroy

Nay: None

Attest:

Wendy Marble, City Clerk

Aaron McLeroy, Mayor