

City of Harrington
MINUTES
City Council Special Meeting
May 11, 2016

A meeting with the Harrington City Council was held at Harrington City Hall, 106 Dorman Street, on May 11, 2016 and was attended by the following: Mayor Anthony R. Moyer; Vice Mayor Duane E. Bivans; Council Member Fonda Coleman; Council Member Eric Marquis; Council Member Amy Minner; Council Member Charles W. Porter; Council Member Kenneth W. Stubbs; Norman Barlow, Chief of Police; William Pepper, City Solicitor; Teresa Tieman, City Manager; Dean Gary, Accountant; and Kelly Blanchies, Clerk of Council.

Mayor Moyer called the meeting to order at 5:45 p.m.

The Pledge of Allegiance was given.

Roll was called.

FY 2017 Budget

Council Member Porter stated that when the budget was started, he asked the City Manager and the Chief of Police to check with comparable communities for the salaries of their positions. The City Manager and Chief of Police have contracts. When the contract was signed with the City Manager, the City did not have a vehicle for her to use, so they gave her an additional week of vacation time. Neither the City Manager nor Chief of Police requested raises. The City Manager was selected as City Manager of the Year by her peers and has accomplished a lot, including reducing debt service by one million dollars (\$1,000,000); she also does not use the City's health insurance, which is a savings of sixteen thousand dollars (\$16,000). The Chief of Police was selected as Police Chief of the Year, rarely comes to the City Council to request money, and has obtained equipment for all City departments to use. The raises have been more than paid for by the savings they have gotten the City.

Council Member Porter stated that the two percent (2%) employee raise is based on the pay scale that was adopted. It helps to keep good employees, and when the funding is available, the employees should be given raises. Raises are not guaranteed every year, and there have been years when no raises were given.

Vice Mayor Bivans stated that the City Manager's vehicle is for business and not personal use.

Vice Mayor Bivans stated that the City Manager and Chief of Police put the City first and a raise is warranted, but he is unsure about the amount.

Mayor Moyer stated that the wage step program was to have competitive salaries and keep employees. The increases proposed for the City Manager and Chief of Police are not raises but meant to make their salaries competitive.

Discussion occurred regarding reviewing water and sewer rates and the portion of the City Manager's time that is spent on water and sewer issues.

Council Member Stubbs stated that the City is now able to plan ahead, because the right people are employed.

Council Member Minner stated that there is justification for raises for the City Manager and Chief of Police but not to the degree that was asked for. People will ask if the tax increases are going to raises.

Council Member Porter stated that the City will get what it pays for in terms of City Manager and Chief of Police salaries. Twelve thousand dollars (\$12,000) is not much.

Vice Mayor Bivans suggested a progressive increase each year rather than a lump sum.

Council Member Coleman stated that the City Council should have been more proactive if there were concerns about the budget.

A MOTION was made by Council Member Porter, seconded by Council Member Coleman, to set the City Manager's and Chief of Police's base salaries at eighty thousand dollars (\$80,000). Roll was called: 4 Yes, 3 No (Bivans – No, Coleman – Yes, Marquis – No, Minner – No, Porter – Yes, Stubbs – Yes, Moyer – Yes). The MOTION passed by majority. Mayor Moyer voted to break the tie.

Mayor Moyer stated that in the long term an employee bonus will save the City money over a raise. Council Member Porter stated that he is concerned about whether a bonus will be approved by the police officers.

A MOTION was made by Council Member Porter, seconded by Council Member Coleman, to give the employees a two percent (2%) bonus. Roll was called: 4 Yes, 2 No (Bivans – No, Coleman – Yes, Marquis – No, Minner – Yes, Porter – Yes, Stubbs – Yes). The MOTION passed by majority.

Executive Session

Discussion of personnel matters – performance of specific employees

There was no Executive Session held.

Public Comments

There were no comments from the public.

City Council Comments

There were no comments from the City Council.

There being no further business, the City Council Special Meeting adjourned at 6:33 p.m.

Respectfully Submitted,



Kelly Blanchies
Clerk of Council