

On Tuesday, October 26, 2021 the Council for the Village of Monroeville held a work session at 6:00pm in Council Chambers.

Present were: Mayor Melissa Fries-Seip; Council Members Chris Raftery, Sue Rogers, Craig Franklin and Bob Whitacre; Fiscal Officer Bonnie Beck; Administrator Tom Gray; Chief Gary Lyons and Lt. Troy Kimball; and Admin Ass't Ann Beck.

Chris opened the meeting with the statement that we were here to further discuss the wage ordinance. She noted that Tom had informed her that Bonnie suggested a starting wage of \$15/hr. Bonnie stated that she suggested that to get the conversation moving forward with the base line for wages, then Council can adjust current wages and amend the step process for advancements. Sue questioned the different starting wages we have now. Bonnie explained that for full-time employment it's been \$12/hr, but it was increased to \$14/hr only for the water/wastewater department when Alex Hoyt was hired. The Mayor asked Bonnie what the budget impact would be, and she said she didn't do any calculations because she doesn't know which direction Council wanted to go yet.

The Mayor asked Gary if he wanted to do his power point presentation, so he proceeded to distribute the PD's proposal for their wage and benefit package. He noted that he had kept the same rate of pay for the last 5 years, and it will remain the same until his retirement. The Mayor commented that we won't find a Chief of Police at Gary's rate of pay. Chris read what our employees were currently making. Comparison of percentage increases vs cents-per-hour increases. Bob said that those who make the most would get a higher pay increase with percentages than those who made less per hour. Gary noted that his part-time officers all have full-time jobs elsewhere, adding that sometimes we have trained officers for other municipalities (because they move on once they've received training). In the presentation, Gary noted that Norwalk pays the highest for their officers, but only received 4 applications when they last advertised. He said we can't compare apples to apples with communities like Greenwich and New London because we are more active. He said the traffic stops were the most dangerous, and we do a lot of major crimes. If the proposed changes were accepted, he suggested that we pause in 2023 and re-evaluate. He stated that he cares about Monroeville and wants it to thrive, and all of our employees are a great group. Craig commented that we are pro-active, and he'd put our PD guys up against anyone. Sue remarked that they don't make enough money for what they do. Bob stated that he thinks the newly employed need to have the biggest increase, so we can get them here and let them work themselves up the ladder a little bit. The Mayor asked if Bonnie and Tom could put something together for the other departments' proposed wages. Discussion about the wage ordinance. Bonnie explained that when the ordinance was created with the ranges, the intent was that the ranges would get us through three years, and then the ordinance would be re-visited. This was done because every year Council had to amend the wage ordinance, and the idea was to lessen that task and push the wages out for three years. Unfortunately, that was not kept up, and Bonnie said she has just bumped up the top of the ranges as necessary for the last few wage increases. After more discussion, it was determined that the next work session would be November 30th in order to avoid a meeting the week of Thanksgiving. Ann thanked Council for recognizing the need to address employee wages, and for continuing to move forward with that. She stated that we've got to get people through the door and be able to keep them here. It's important for employees to know where they'll be going with their wages, and how they can accomplish the steps to higher pay. We are working with a smaller budget than most municipalities. Ann and Bonnie gave examples of what small town services are, such as the utility departments being called out for power outages that are repaired within

hours rather than in days as some other communities experience, or the water department being called out in the middle of the night to repair a water main leak.

The Mayor informed Bob to let Joe Galea know that he is welcome to attend any of the Council meetings. Bonnie noted that new Council orientation packets are being prepared for new Council members.

Bonnie commented that, in reference to the PD's presentation, the part-time officers are already getting the shift premiums.

There being no further business to discuss, the work session adjourned at 7:00pm.

Respectfully submitted,

Bonnie Beck, MMC
Fiscal Officer