

**CITY OF CUSTER CITY  
COUNCIL PROCEEDINGS- REGULAR SESSION  
JULY 14, 2008**

Mayor Harold D. Stickney called to order the special meeting of the Common Council for the month of July, 2008 at 5:05 p.m. Present at roll call were Councilpersons Sutton, Reetz, Schleining, Murphey, and Starr. The Pledge of Allegiance was stated.

**AGENDA**

Councilperson Murphey moved to approve the agenda. Seconded by Councilperson Schleining, the motion unanimously carried.

**MINUTES**

Councilperson Starr moved, with a second by Councilperson Murphey, to approve the minutes from the July 7<sup>th</sup>, 2008 regular meeting. The motion unanimously carried.

**CONFLICTS OF INTEREST**

No conflicts were stated.

**WAGE COMMITTEE PROPOSAL**

The Council and employees viewed a presentation regarding wage adjustments based on the job description; performance is a separate issue. The Committee gathered information from various Hills Communities, the local area utility companies, and SD Occupational Wage Estimates for the West Area. They were able to look at similar years of service with the other Communities and with BH Power; BH Electric Coop is a starting wage. They also considered the statistics on the employers paying benefits. The employees were asked to review and elaborate on their current position descriptions and what may not be included in the adopted description. They also requested what they believed would be a fair wage for their position. The Committee looked at the SD Dept. of Labor Consumer Price Index for the Average increase, which in May was 4.5%. This is the CPI for the Urban Wage and Clerical Workers. The Council gave a 3% increase at the beginning of the year; therefore the Committee recommended a 1.5% adjustment for all employees.

The additional amount of budget required to cover the proposed increases would be approximately \$28,389 for the last 13 pay periods. The additional amount for the matching requirements of FICA and Retirement would be approximately \$4,012. The total is \$33,401. The amount budgeted for wages and matching amounts in 2008 is \$650,363. Therefore we have the additional amount covered within the present budget.

The wage scale will be adjusted accordingly as set by the Council and then automatically adjusted according to the Council's future changes. Therefore, future scales will be kept current.

The Committee proposed the increases be implemented as of July 1<sup>st</sup>, 2008.

Councilperson Starr moved to approve all recommendations by the Committee. Seconded by Councilperson Sutton, the motion unanimously carried with Councilperson Starr, Murphey, Sutton, Reetz, and Schleining voting yes.

Deputy Finance Officer \$15.99 Acct Receivable Clerk \$14.70 PW Supervisor \$20.05 (2)Equip Operator \$14.72  
Park Supervisor/LS Asst Manager \$15.23 Park Seasonal \$10 W/WW Operator \$17.76  
Water Operator \$13.91 Inter-dept Maint \$14.21 Plan Technician \$13.75 LS Clerk \$11.01/\$10.75  
PW Director \$2,097.63 Comm. Development \$1,810.25 Finance Officer \$1,957.78

**ADJOURNMENT**

With no further business, Mayor Stickney adjourned the meeting at 5:50 p.m.

ATTEST:

CITY OF CUSTER CITY

Christine Redden  
Finance Officer

Harold D. Stickney  
Mayor