



City of Sidney, MT
Budget and Finance Committee Meeting
May 25, 2022 5:30 PM
115 2nd Street SE | Sidney, MT 59270

The City Council meetings are open to the public attending in person, with masks encouraged when social distancing cannot be accomplished. If the public does not wish to participate in person, they are also invited to participate via a Zoom meeting. You can participate via phone:

Meeting ID: 850 9168 9536 Passcode: 4332809 Call: 1-346-248-7799

Others Present: Mayor Norby, Chief Kraft, Clerk/Treasurer Chamberlin, Deputy Clerk/Treasurer Chamberlin

Alderwoman Godfrey arrived at 6:30pm.

1. New Business

a. On-Call/Call-In Policy

Clerk/Treasurer Chamberlin provided the Committee with on-call/call-in policies for other Montana cities to consider in the drafting of this policy for the City of Sidney. It was the general consensus of the Budget and Finance Committee to table this until their next meeting to have time to review.

b. MMIA Health Insurance Increase

City Clerk/Treasurer Chamberlin presented the City Council with the 3% increase to the health insurance. She stated other increases for this fiscal year are a 6.6% increase in workers comp, and a .01% increase in the PERS retirement. She stated the question before the Committee is if they would like to recommend the City of Sidney paying the increase on the health insurance or if that will be added to the employee's portion. She further stated that it has been several years that the City has picked up the health insurance increase, and the City is currently paying about 87% of the premiums.

After discussion, motion was made to recommend approval of the City paying the increase in the health insurance premiums.

Motion made by Christensen, Seconded by Rasmussen.

Voting Yea: Rasmussen, Christensen

c. Exempt Employee Comp Time Policy Review

Chief Kraft provided the Budget and Finance Committee with the current Comp Time Policy. He stated approximately a year ago the City Council amended the non-exempt section to allow for a payout of unused comp time. He provided proposed changes to allow this to happen for exempt employees. He stated the salaried positions of Chief of Police, Captain of Police, Public Works Director and Clerk/Treasurer are working a hundred hours or more over the 45 hour threshold for earning comp time. He also stated that the policy does not designate if that comp time must be used prior to vacation and sick leave, as it does for the non-exempt, and if they were to follow that rule it makes it impossible for those employees to use the required amount of vacation time each year. His proposal was to increase the max accrual from 90 hours to 240 with an option to cash out up to 160 of those hours one time a year. He stated those comp hours will still be earned at a 1:1 ratio above 45 hours a week. It was the General Consensus of the Budget and Finance Committee to table this until their next meeting to have time to review.

d. FY22-23 Payroll

Chief Kraft provided the Budget and Finance Committee with four options to create a pay scale for the police department. He stated he did an extensive wage survey to attempt to determine in wages are a reason why the police department is having issues in recruiting new hires, and after seeing what towns and cities in North Dakota are paying their departments and what the average wages for entry level positions are in the Bakken, he believes the wages need to be evaluated and increased, which he did in the proposed pay scales. Clerk/Treasurer Chamberlin provided the Budget and Finance Committee with four options for a COLA increase this fiscal year. She stated the social security COLA, which the City uses as a guideline for their increase, was 5.9%, which was the highest of the options she provided. After extensive review and discussion, it was the General Consensus of the Budget and Finance Committee to table this until their next meeting to have time to review.

e. FY22-23 Mill Levy

It was the General Consensus of the Budget and Finance Committee to table this until their next meeting to have time to review.

The next Budget and Finance Committee Meeting was scheduled for Monday June 13th, 2022 at 12:00pm at the City Hall Council Chambers.

Adjourned at 8:07pm